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Profile of the Montana Worker

- Who we are
- What we earn
- What we do
- Where we work
- Challenges we face

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Montana Department of Labor and Industry

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7th Annual

August 2000
Research & Analysis Bureau
Job Service Division
Montana Department of Labor & Industry

Labor Day Report

Profile of the Montana Worker

State of Montana
Marc Racicot, Governor

Department of Labor & Industry
Pat Haffey, Commissioner

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From the Governor

OFFICE OF THE GOVERNOR

STATE OF MONTANA

MARC RACICOT
GOVERNOR

STATE CAPITOL
HELENA, MONTANA 59620-0801

Friends:

This is a special time for me as I reflect upon my last Labor Day celebration as Governor of this great state and share with you my vision for Montana's economic future. The Seventh Annual Profile of the Montana Worker provides a valuable resource as we outline our state's progress, assess where we stand today, and determine our economic goals for the future.

The future belongs to all of us and we are each responsible for making choices for the jobs and industries we want to expand in our state. Montanans continue to appreciate the contribution of farmers and ranchers to our economy, and we value the higher-paying jobs mining, construction and utility companies have brought to our communities. And more importantly, we are diversifying and attracting more high-tech jobs to Montana, like those at RightNow Technologies in Bozeman, ASiMI and MSE Technology Applications Inc. in Butte, and Semitool in Kalispell. Semitool is also providing job opportunities with its expansion plant in my hometown of Libby. A Helena company, Summit Design and Manufacturing, is providing jobs in the aerospace industry. Montanans with vision and enthusiasm are providing new and exciting opportunities to grow and challenge us. A healthy economy continues to depend upon cooperation among local economic development groups, unions, businesses, government, and workers.

And let's remember the importance of education. We must be prepared to seize the opportunities coming our way -- an educated workforce is the best way to do so. Let's continue to work together to improve the economic well-being of all Montanans while enjoying this unique place to work and raise our families.

Join with me this Labor Day in honoring Montana's 480,000 civilian workers, their employers who provide them meaningful work, and their families who give purpose to everything they do. I also want to express my appreciation for the dedication and commitment of Department of Labor and Industry employees and Commissioner Pat Haffey in serving Montana's workers and employers.

Sincerely,

MARC RACICOT
Governor

Telephone: 406-444-3111 Fax: 406-444-5529

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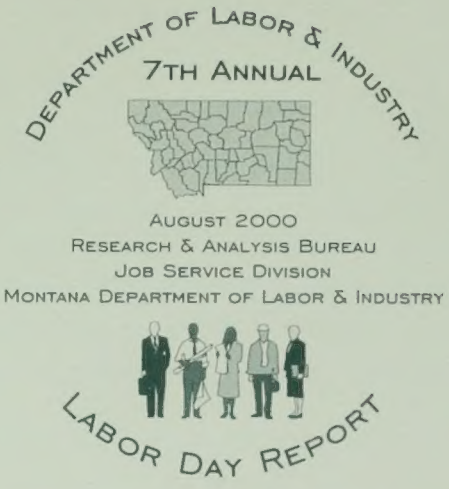


Profile of the Montana Worker

Overview . . .

OVERVIEW

Montana continues to experience positive growth in population, employment and income. More people are living in Montana, more are working, and those working are earning more money. This growth, however, is not spread evenly across the state.

Statewide, 1998 to 1999

The U.S. Bureau of the Census estimated Montana's 1999 population at about 883,000, up approximately 3,000 from 1998 (0.4 percent). Total population increased principally because the number of people born between 1998 and 1999 exceeded the number of deaths. The excess of people moving into the state over people moving out was only about 500. The U.S. Census Bureau also estimated that the working age population (16 years and older) went up about 5,000. Employment as measured by payroll jobs increased roughly 2 percent, or about 7,000 jobs. At the same time, the unemployment rate declined from 5.6 percent of the workforce in 1998, to 5.2 percent in 1999. Unemployment declined even further over the first half of 2000 so that for Fiscal Year 2000 (July 1999 through June 2000), unemployment averaged about 4.9 percent.

According to preliminary information, Montana's total personal income increased by 5.5 percent in 1999, more than twice the inflation rate of 2.2 percent. Average income per person—per capita (personal) income—increased by 5.1 percent, also more than twice the inflation rate. The growth in both employment and per capita income above inflation, coupled with a decline in unemployment, indicates that the economic welfare of Montanans, on the average, increased in 1999.

Statewide, 1990 to 1999

Taking a somewhat longer view, the population of Montana increased by about 84,000 between 1990 and 1999, or 10.5 percent. The experience of the 1990s is in sharp contrast to the 1980s, when total Montana population increased by only 12,000. On the economic side, total jobs (including self-employed) increased by 107,000 from 1990 to 1998 (the payroll jobs increase was 74,000). Another 7,000 payroll jobs, covered by the unemployment insurance program, were added in 1999.

Uneven Growth Across the State

This employment growth was uneven across the state. For the period 1990-1998, the 7 largest counties in population (Yellowstone, Missoula, Cascade, Flathead, Gallatin, Lewis and Clark, and Ravalli) accounted for about three-quarters of the growth in total jobs. The other 49 counties combined were responsible for the other 26 percent. Blaine, Phillips, and Treasure counties actually declined in job count. If one excludes self-employment jobs, then Judith Basin, Lincoln, Powder River, Prairie and Rosebud counties join the list of counties with a job decline, 1990-1998.

For payroll jobs just covered by the unemployment insurance program (excludes most of production agriculture, work-study jobs in higher education, railroads and the military) for the period 1998-1999, 25 counties increased in employment and 31 counties declined.

All but 2 of the declining counties were east of the Continental Divide. Silver Bow County was one of the exceptions whose decline was related to a decrease in construction in connection with the completion of the first phase of construction of the Advanced Silicon Materials plant. Forty-eight of the 72 jobs lost in Lincoln County were federal government jobs. For the counties east of the divide, a decrease in mining employment and worker earnings (principally oil and gas exploration), contributed to employment declines for Broadwater, Fallon, Glacier, Musselshell, Phillips, Powder River, Richland, Roosevelt, Sheridan and Valley counties. This was mostly related to a dip in world crude oil prices in 1998, which have since recovered. Most of the other counties showed decreases in wholesale and retail trade, part of which presumably was related to distress in production agriculture in these counties. Only incomplete agricultural employment and income data for 1999 are currently available for counties.

In the 1990s population growth also was uneven across Montana. Between 1990 and 1999, 24 of Montana's 56 counties lost population, while 32 others experienced growth. Most of the counties losing population were in the eastern third and north central part of the state (see map on page 5). Nineteen counties (all in the western third and south central portion of the state) experienced more than 10 percent population growth.

For the 1998-1999 period, 32 Montana counties experienced an estimated loss of population, most of which followed the pattern of the 1990s experienced in the north central (including Cascade County) and eastern portions of the state. An additional pocket of declining counties were the southwest Montana counties of Silver Bow, Beaverhead, Powell and Granite. In addition, Anaconda-Deer Lodge County has declined in population since 1960. Two counties, Gallatin and Yellowstone, had population increases of more than a thousand people. Sweet Grass and Stillwater counties had the highest 1-year growth rates at 5.7 and 3.1 percent, respectively.

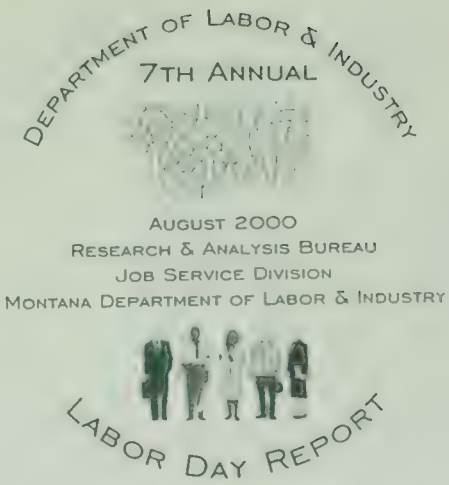
Geographic Uneven Incidence of Unemployment

The incidence of unemployment is also distributed unevenly across Montana. For calendar 1999, 13 counties had a relatively high unemployment rate of above 7 percent, with Glacier County being the highest at 14.9 percent (see map on page 44). Twenty-five counties had relatively low rates below 5 percent, with Carter County being the lowest at 2.5 percent. Of the 13 high unemployment counties, 6 were Indian reservation counties, where employment opportunities are limited. With the exception of Musselshell and Phillips counties, the other counties were in western Montana (Lincoln, Mineral, Anaconda-Deer Lodge, Granite and Flathead). The economies of these western Montana counties are partially dependent on seasonal (part-year) industries such as logging and wood processing, recreation and tourism, and construction. The presence of seasonal industries in itself keeps the annual unemployment rate higher than it would be otherwise. Workers are counted as unemployed for the months they are not working due to spring breakup, the off-season for tourism, winter weather and other factors.

According to preliminary data for Fiscal Year 2000 (July 1999 through June 2000), only 10 counties had unemployment rates greater than 7 percent. Flathead, Granite and Phillips counties dropped into the 6-percent range. There was little or no progress for reservation counties, with the exception of Sanders, which contains part of the Flathead Indian Reservation.

Summary

In summary, this report shows growth in Montana's economy and population over the last 9 years, but with some parts of the state not sharing in this growth. The report also shows that for the immediate past period (1998 to 1999), employment increased on average statewide, the unemployment rate decreased, and per capita personal income increased by more than twice the inflation rate. Combined, these factors indicate that the economic welfare of Montanans generally increased in 1999.



Profile of the Montana Worker

Who We Are . . .

Profile of a Montana Worker

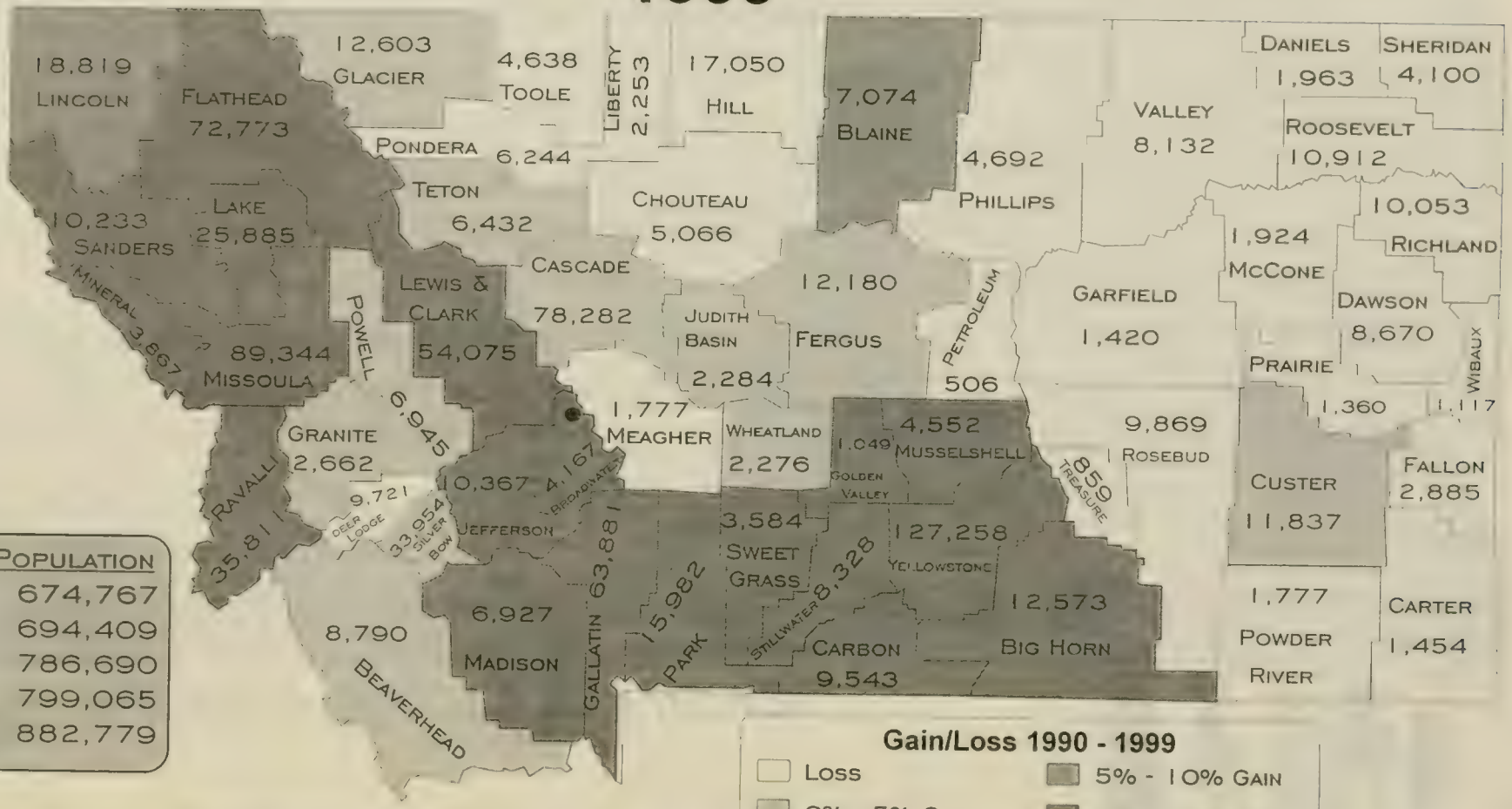
The Average Montana Worker . . .

- has a high school diploma or equivalent and may have post-high school education or training
- is a full-time employee of a private-for-profit company
- works in the services sector [for example, as a teacher, accounting clerk or registered nurse]; the wholesale/retail trade sector [for example, as a retail salesperson, sales supervisor (owner) or waiter/waitress] or the government sector [for example, as a postal worker, a forest worker, fire or police worker or guard, or a secretarial worker]
- earns about $23,300 per year
- is married with a working spouse and one child residing at home
- lives within 15 minutes of the workplace and does not carpool or take public transportation

Data from 1990 Census, 1998 Current Population Survey, Occupational Employment Statistics, Covered Employment & Wages Report, and U.S. Department of Commerce, Bureau of Economic Analysis
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Population Estimates

1999



State Population

1960:	674,767
1970:	694,409
1980:	786,690
1990:	799,065
1999:	882,779

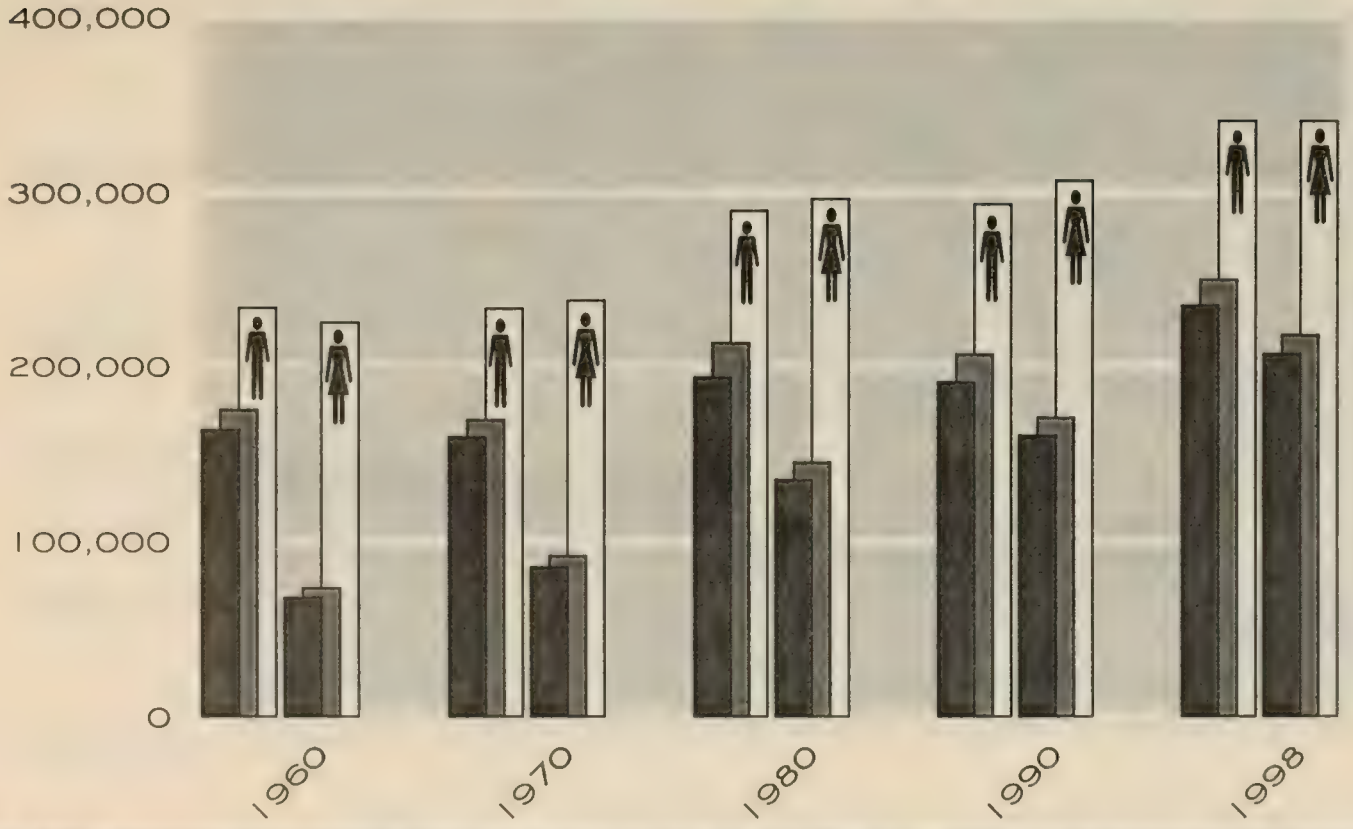
1990 - 1999 State Population Gain: +10.5%

● **Geographic Center of the State's Population 1990***

***Meaning the point at which Montana's population would balance, giving each person's location equal weight.**

Data from U.S. Bureau of the Census and
Bureau of Business & Economic Research, University of Montana
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Montana Men and Women in the Labor Force



Civilian Labor Force

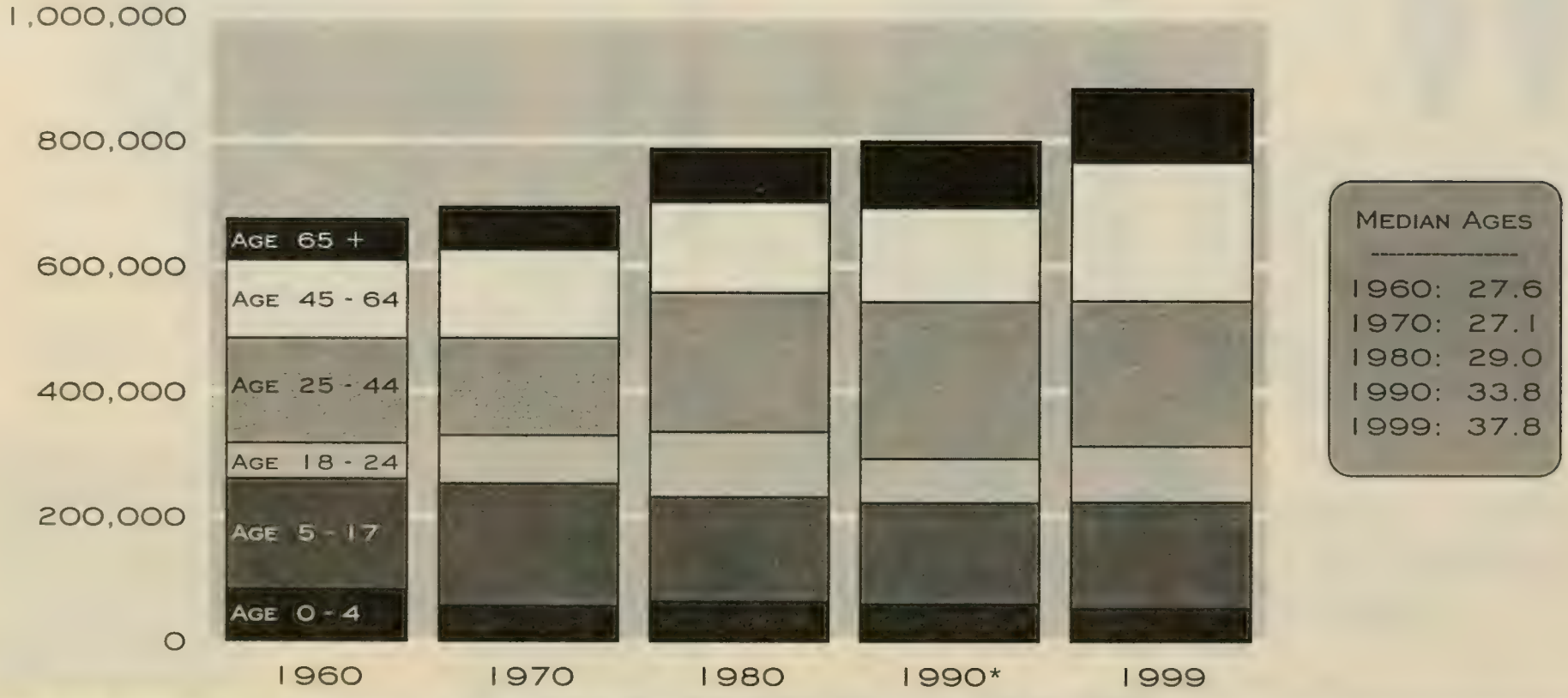
Year	Men	Women
1960	174,718	73,355
1970	169,071	91,578
1980	213,143	144,703
1990	206,528	170,412
1998	250,000	218,000

In 1960, women comprised 29.6% of the civilian labor force; by 1998 they comprised 46.7%.

- 1960 = persons 14 & older
- Other years = persons 16 & older

Data from 1960, 1970, 1980 & 1990 Census and 1998 Current Population Survey
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Age Distribution of the Population
Montana



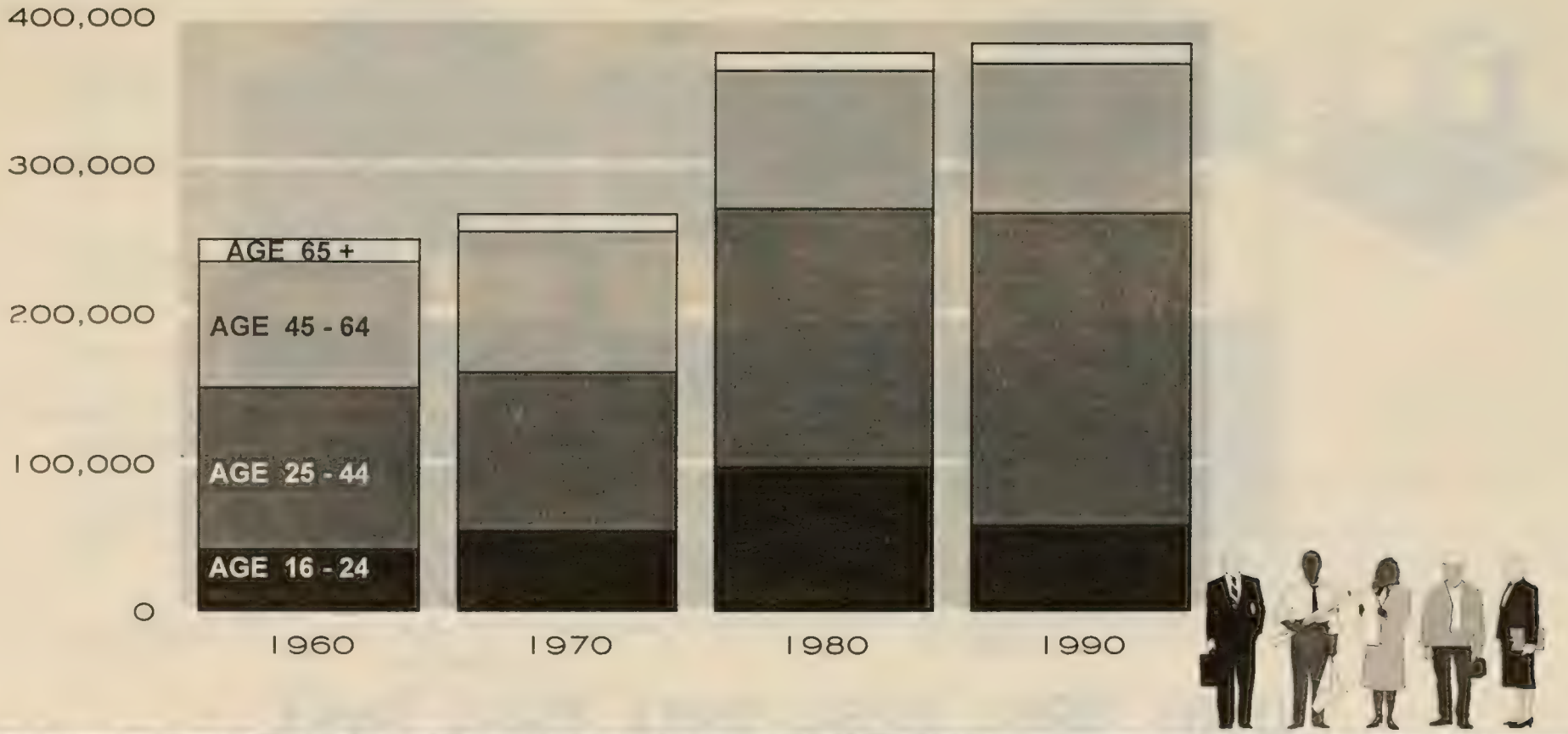
The age group 45 - 64 is becoming much larger as the baby boom generation gets older.

*Revised

Data from U.S. Department of Commerce, Bureau of the Census
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Age Distribution of the Labor Force

Montana

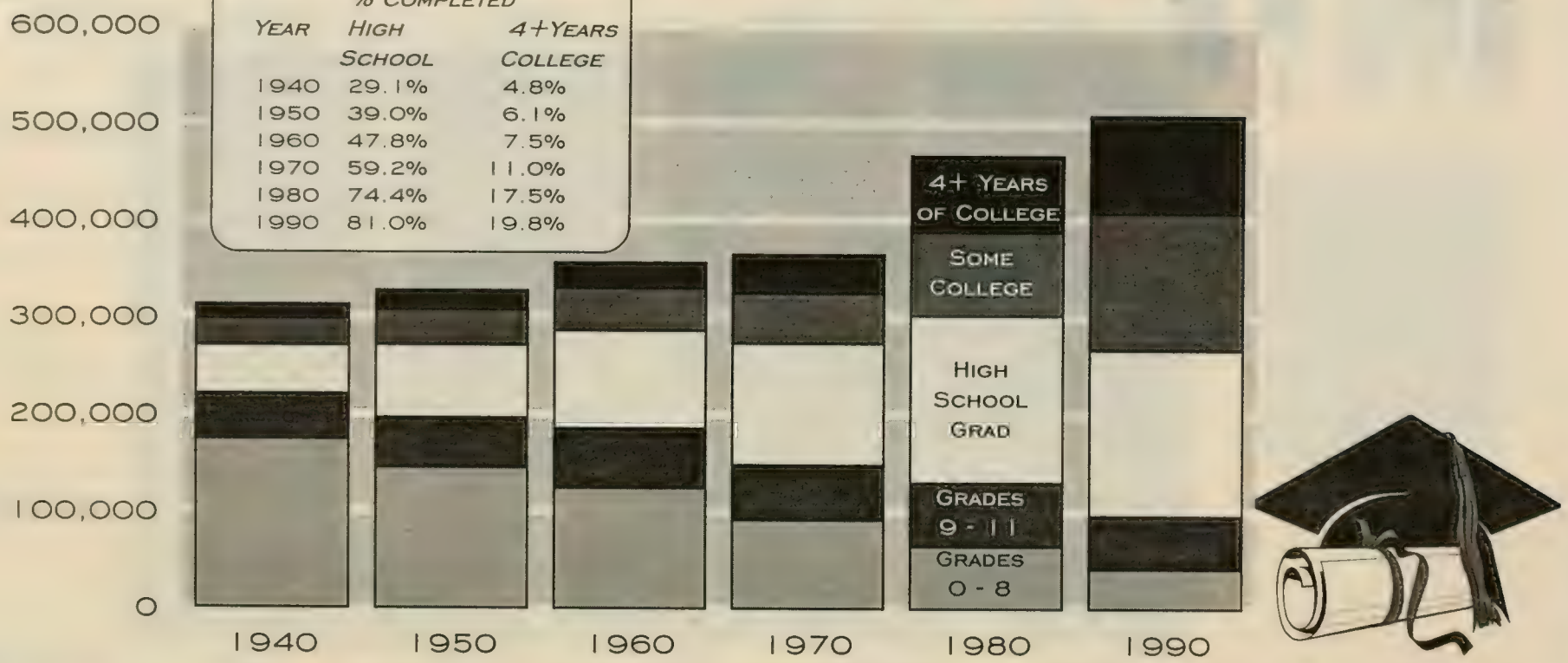


The "baby boomer" population bulge is moving closer to retirement age.

Data from 1960, 1970, 1980, & 1990 Census
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Years of School Completed
Montanans 25 and Older
1940, 1950, 1960, 1970, 1980, 1990

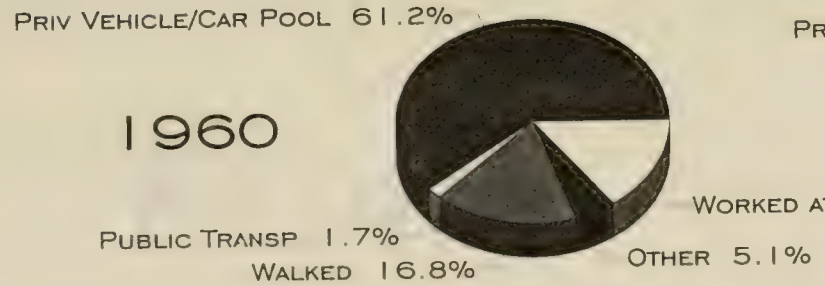
Year	% Completed High School	% Completed 4+ Years College
1940	29.1%	4.8%
1950	39.0%	6.1%
1960	47.8%	7.5%
1970	59.2%	11.0%
1980	74.4%	17.5%
1990	81.0%	19.8%

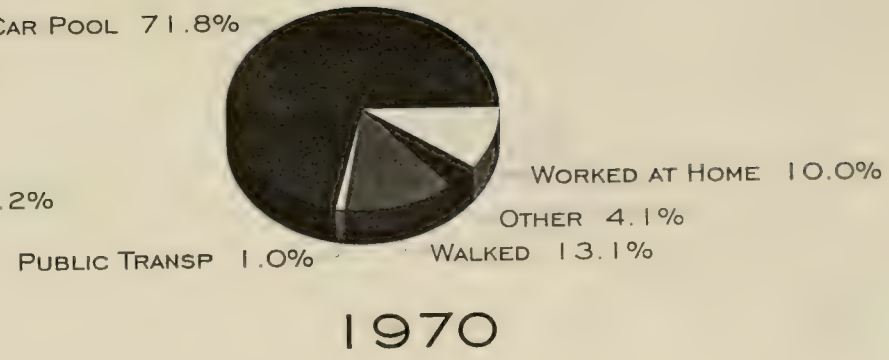


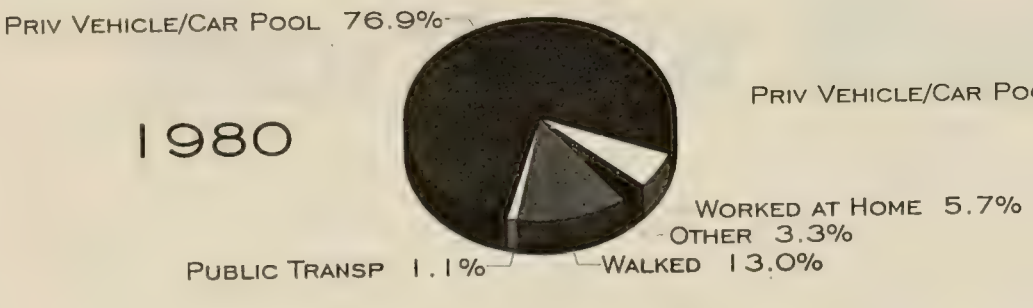
The educational attainment level of Montanans is rising.

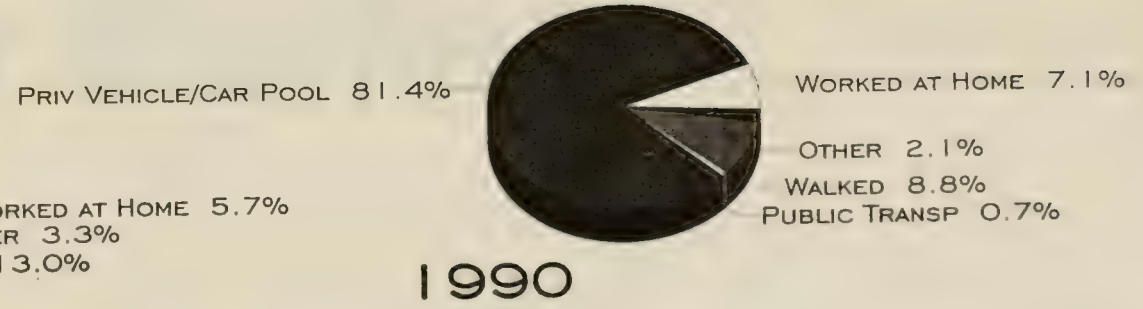
Data from 1960, 1970, 1980, & 1990 Census
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Transportation to Work
Montana



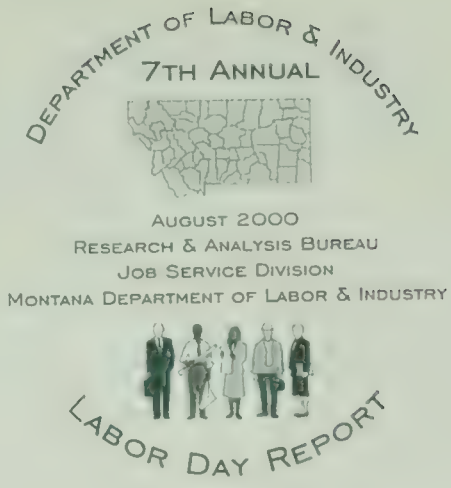






The percentage of Montanans walking to work is decreasing.

Data from 1960, 1970, 1980 & 1990 Census
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

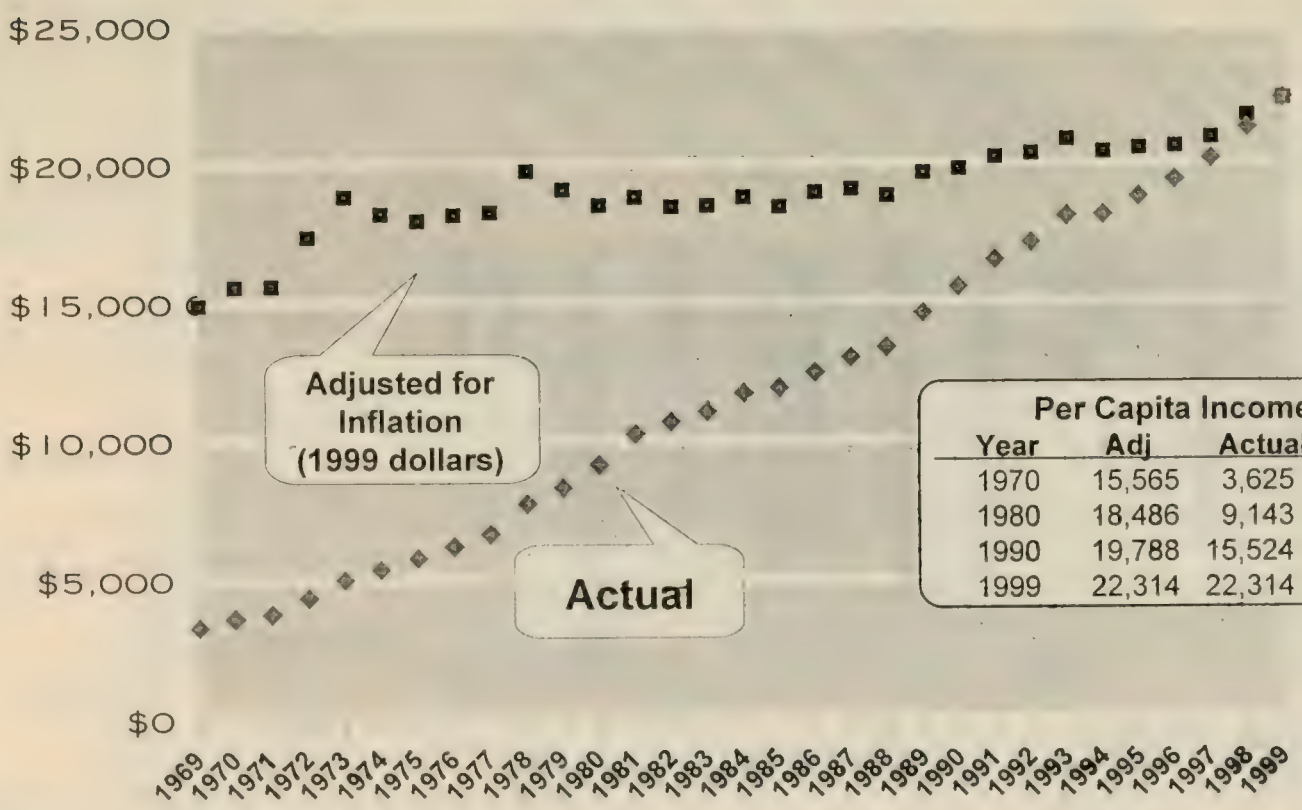


Profile of the Montana Worker

What We Earn . . .

Per Capita Personal Income

Montana 1969 - 1999



Per Capita Income		
Year	Adj	Actual
1970	15,565	3,625
1980	18,486	9,143
1990	19,788	15,524
1999	22,314	22,314

INCLUDES:

- WAGE & SALARY INCOME
- EMPLOYER CONTRIBUTION FOR FRINGE BENEFITS
- SELF-EMPLOYMENT INCOME
- RENTAL INCOME
- PERSONAL DIVIDENDS & INTEREST
- TRANSFER PAYMENTS

EXCLUDES:

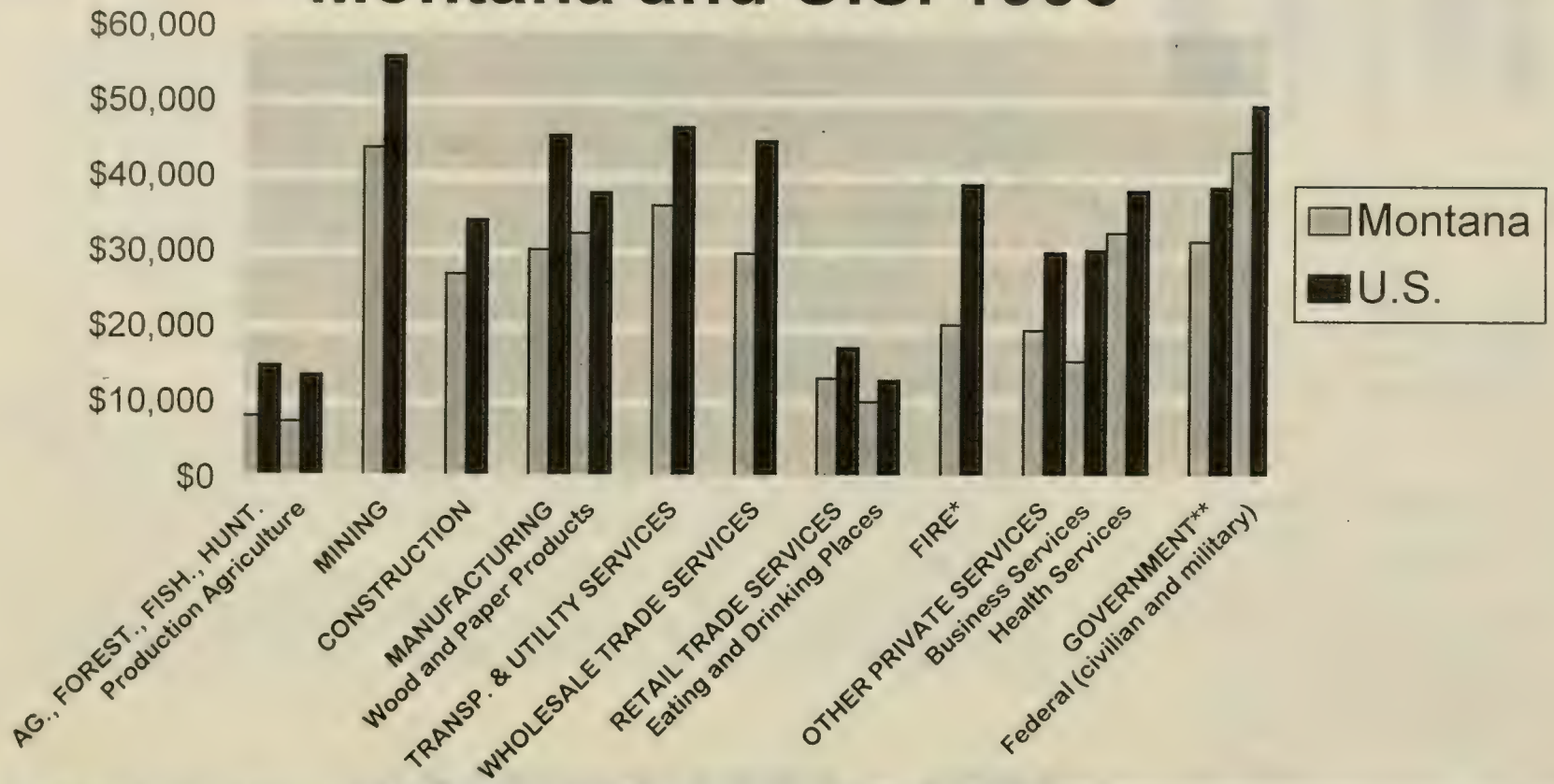
- PERSONAL CONTRIBUTIONS FOR SOCIAL SECURITY, CAPITAL GAINS, INSURANCE CLAIMS PROCEEDS, ETC.

Personal income on a per person basis is growing, even after adjusting for inflation.

Data from U.S. Department of Commerce, Bureau of Economic Analysis
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Average Annual Earnings per Job by Broad Industry

Montana and U.S. 1998



Mining is the highest paying sector of Montana's economy; agriculture is the lowest.

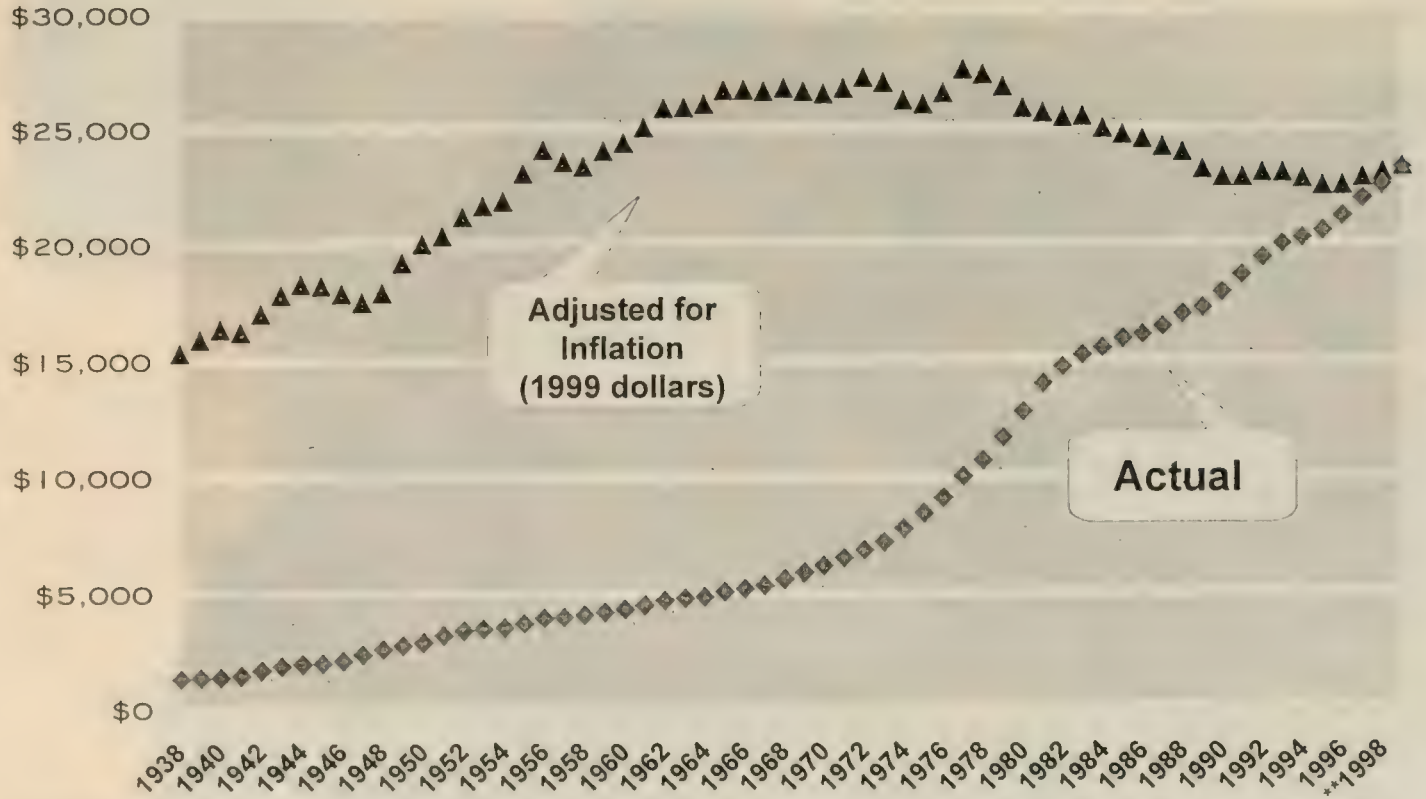
*FIRE = Finance, Insurance & Real Estate Services
**Includes Public Education

Source: U.S. Department of Commerce, Bureau of Economic Analysis; earnings include net income from self-employment and employer contributions for employee fringe benefits
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Average Annual Wage Per Job

Montana Covered Employment*

1938 - 1999



Year	Wage Adj	Wage Actual
1940	16,291	1,369
1950	19,930	2,883
1960	24,298	4,317
1970	26,428	6,155
1980	25,799	12,760
1990	22,796	17,884
1999	23,253	23,253

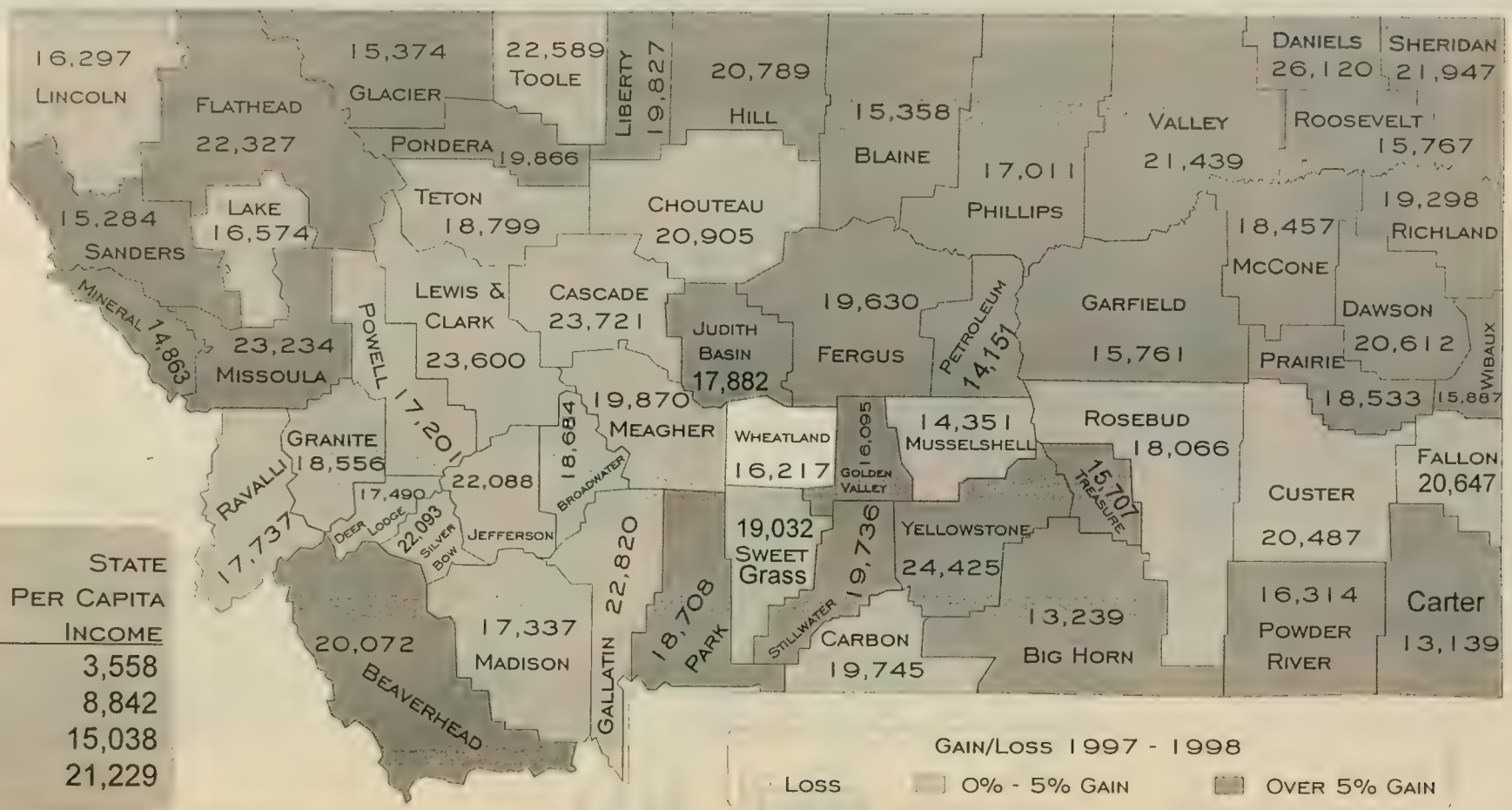
**Montana data do not include the court settlement for Columbia Falls Aluminum plant employees for prior years' wages and salaries

Since 1977, average wages for payroll jobs generally have not kept up with inflation, except for 1995 - 1999.

*Covered employment includes government, but excludes railroads, self-employed and most ag employment.

Data from ES-202 (covered employment*) series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Per Capita Personal Income
1998



Year	State Per Capita Income
1970	3,558
1980	8,842
1990	15,038
1998	21,229

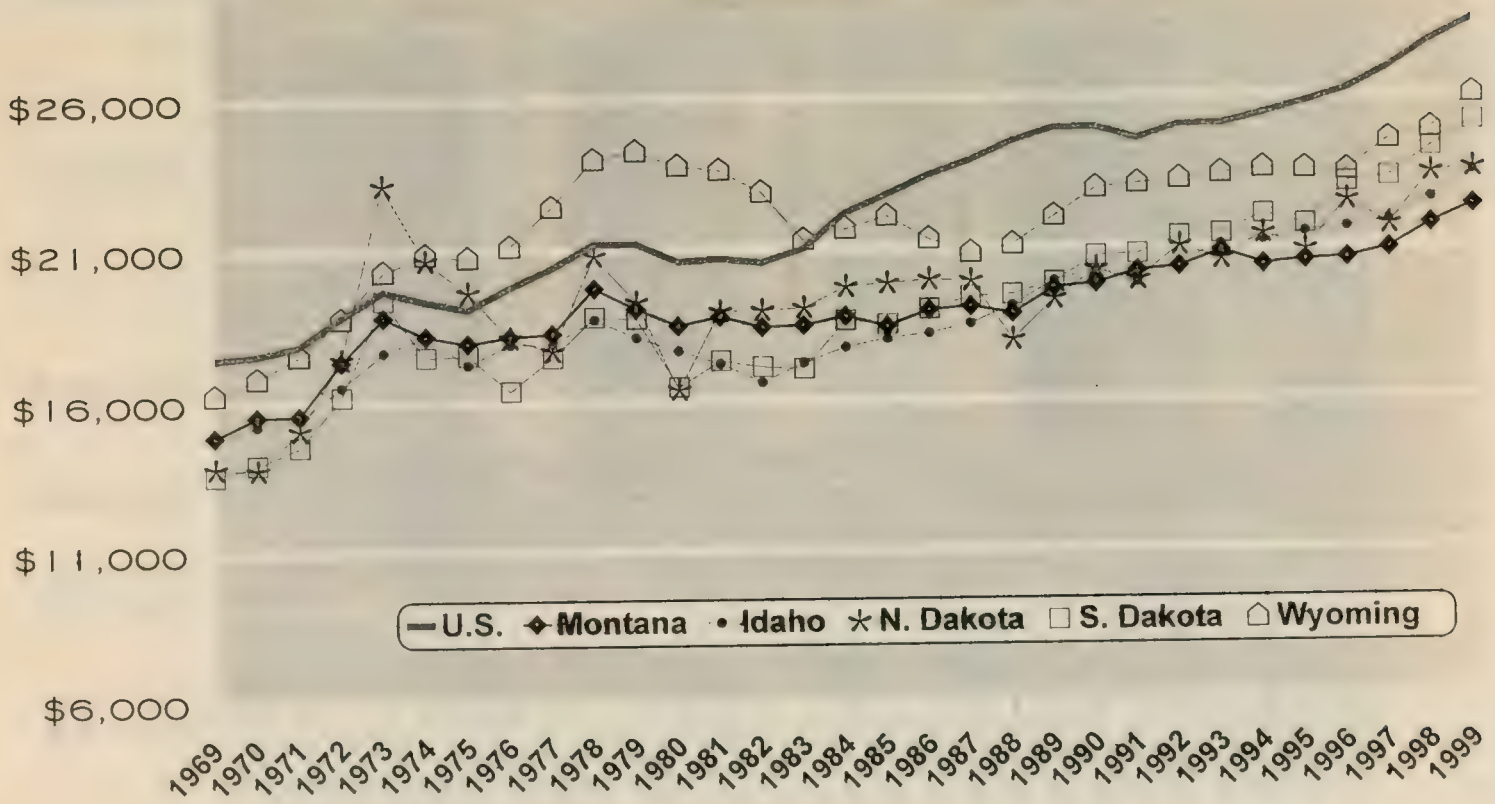
State Per Capita Income increased 5.5% over 1997; 3.9% increase after adjusting for inflation.

- Highest: Daniels $26,120
- Lowest: Carter $13,139
- Closest to State Average: Valley $21,439

Data from U.S. Department of Commerce, Bureau of Economic Analysis
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Per Capita Personal Income

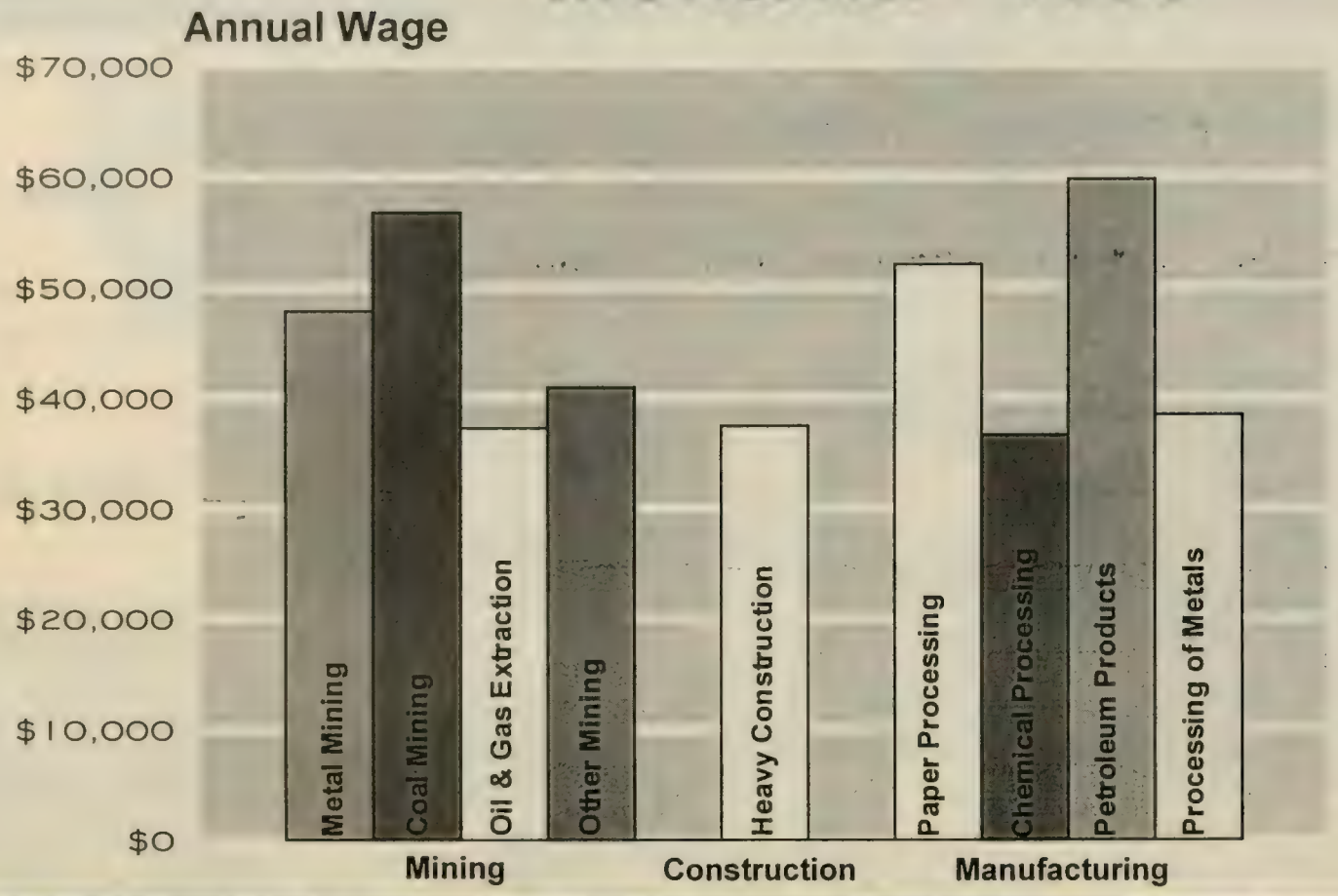
1969 - 1999 Adjusted for Inflation (1999 dollars)



Montana ranked 46th in the nation for 1999, according to preliminary data.

Data from U.S. Department of Commerce, Bureau of Economic Analysis
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

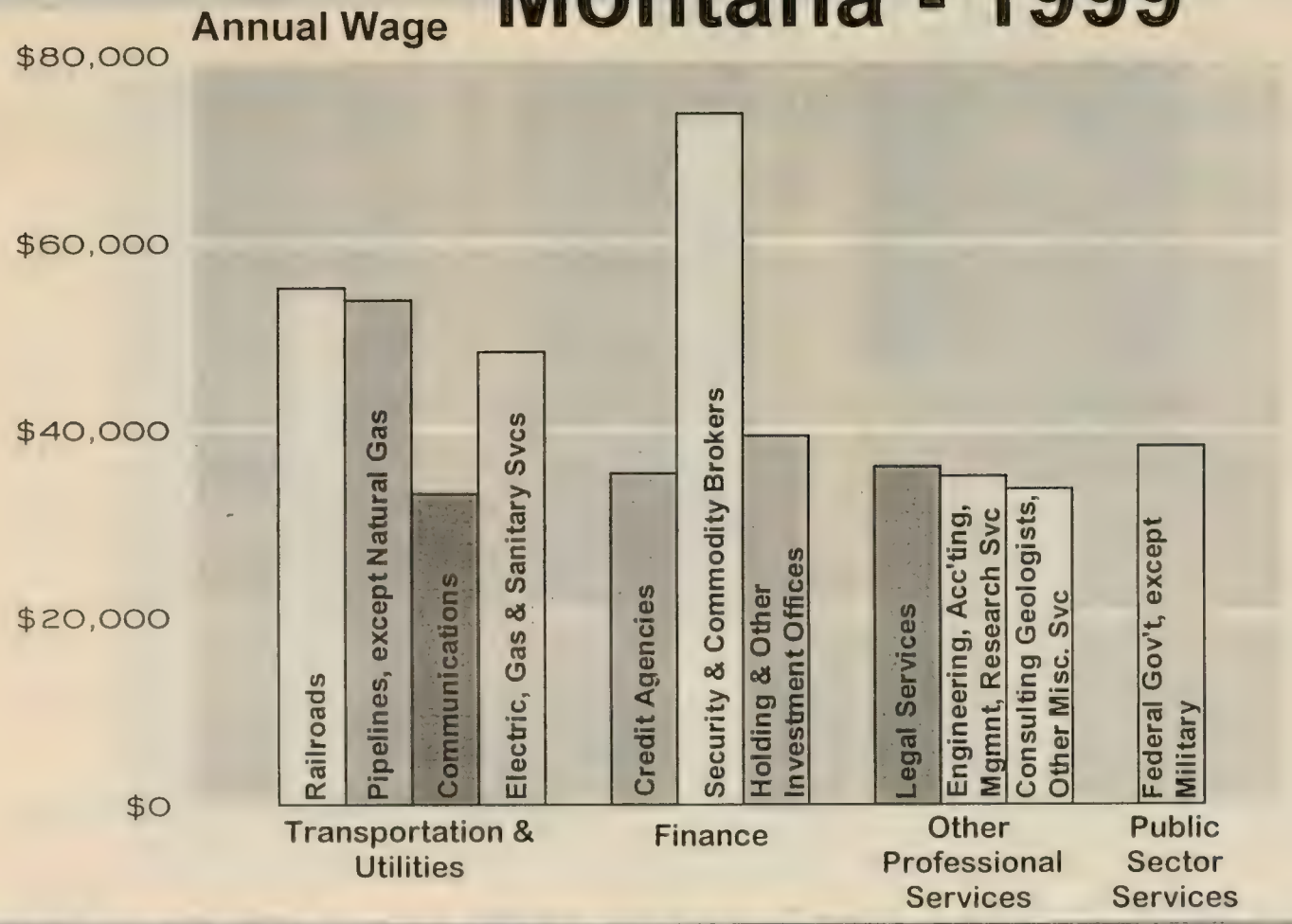
High-Wage,* Goods-Producing Industries
Montana - 1999



*A high-wage industry is one with annual wages above the 1999 national average of about $33,000. Petroleum processing is the highest wage goods-producing industry.

Data from ES-202 (Covered Employment) Series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

High-Wage,* Service-Type Industries
Montana - 1999

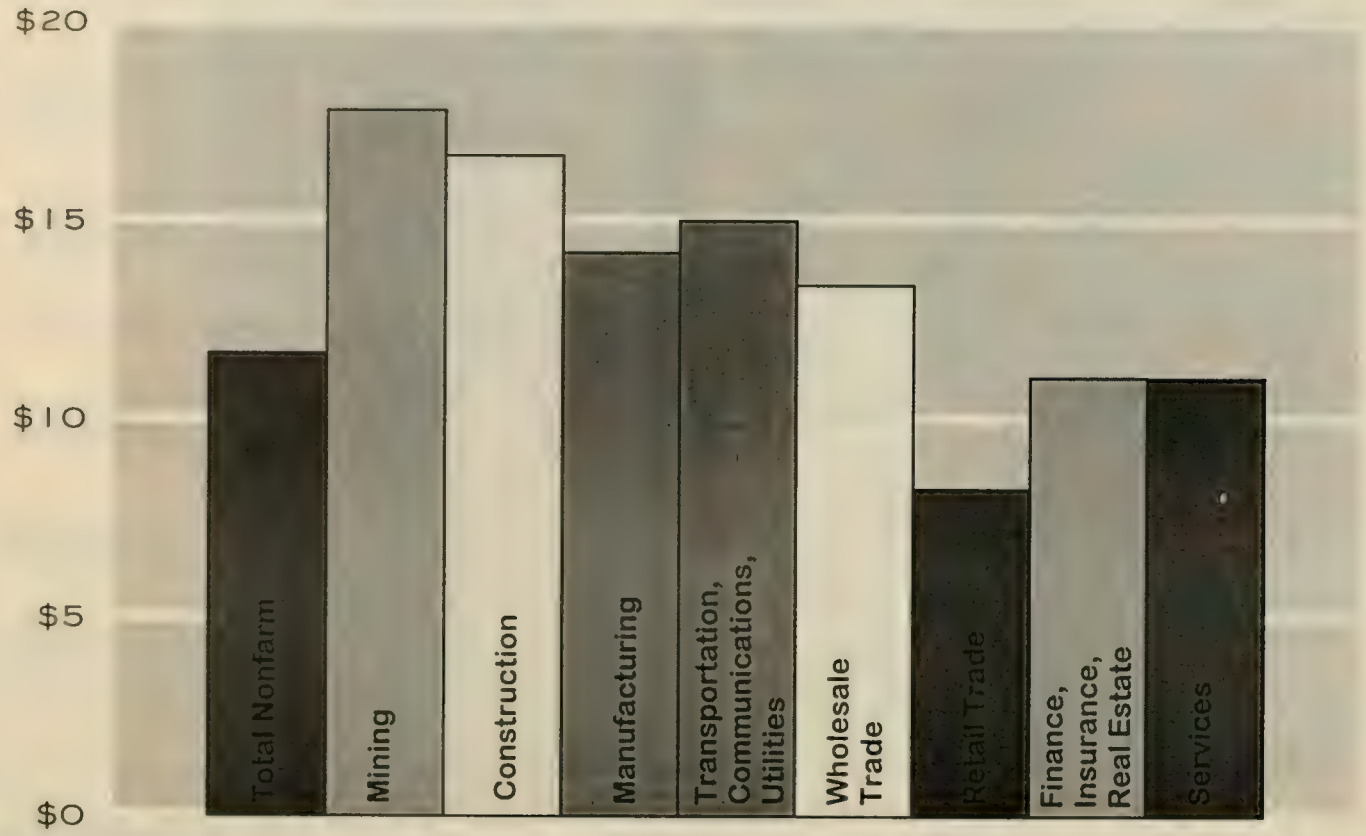


***A high-wage industry is one with annual wages above the 1999 national average of about $33,000. Security and commodity brokers is the highest wage industry in Montana.**

Data from ES-202 (Covered Employment) Series; U.S. Bureau of Economic Analysis for railroads
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

1999 Annual Average Hourly Earnings

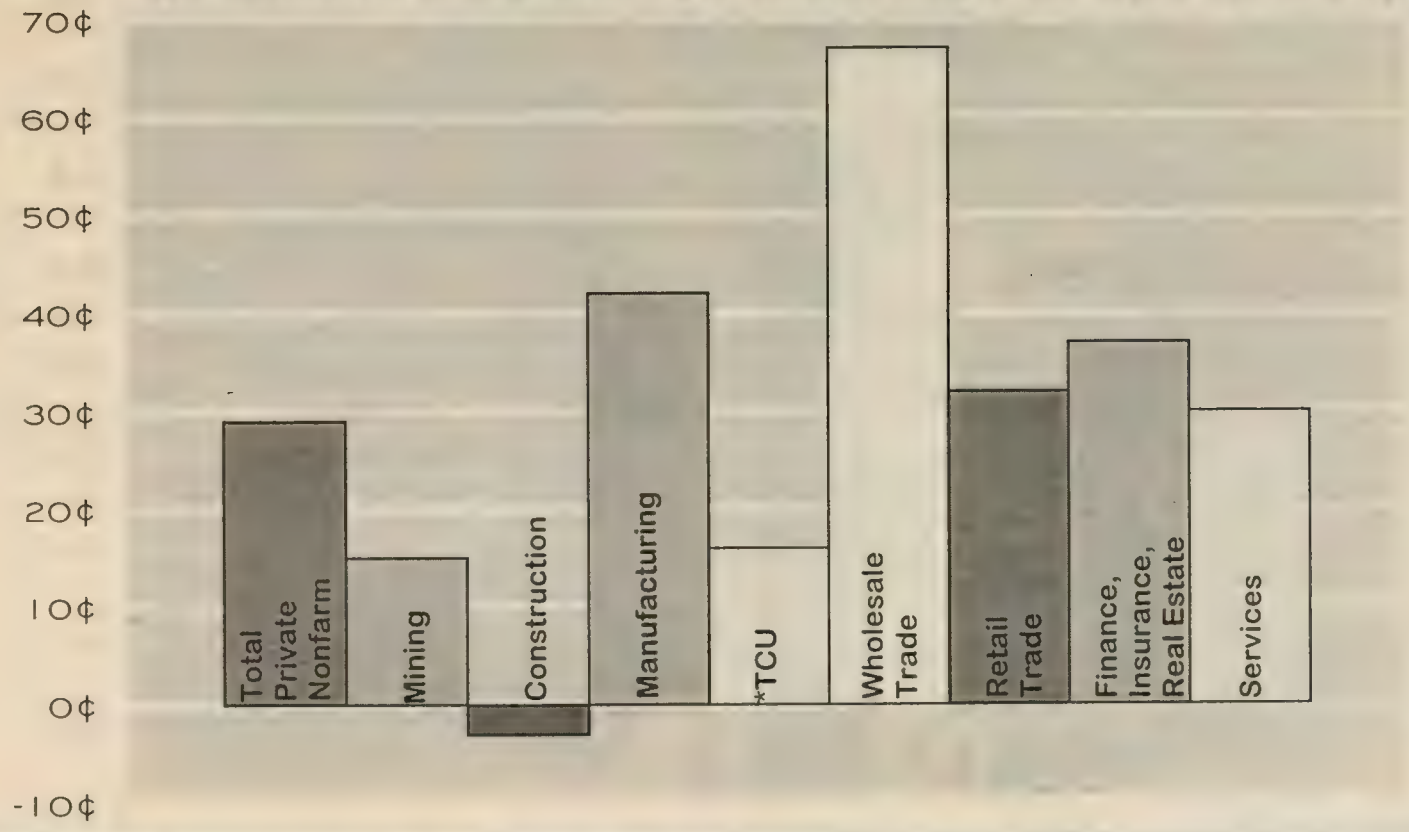
Montana Private Nonfarm Nonsupervisory Jobs



Hourly pay in Mining ($17.75) and Construction ($16.61) is more than twice that in Retail Trade ($8.23).

Data from Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Change in Annual Average Hourly Earnings
1998 - 1999
Montana Private Nonfarm Nonsupervisory Jobs

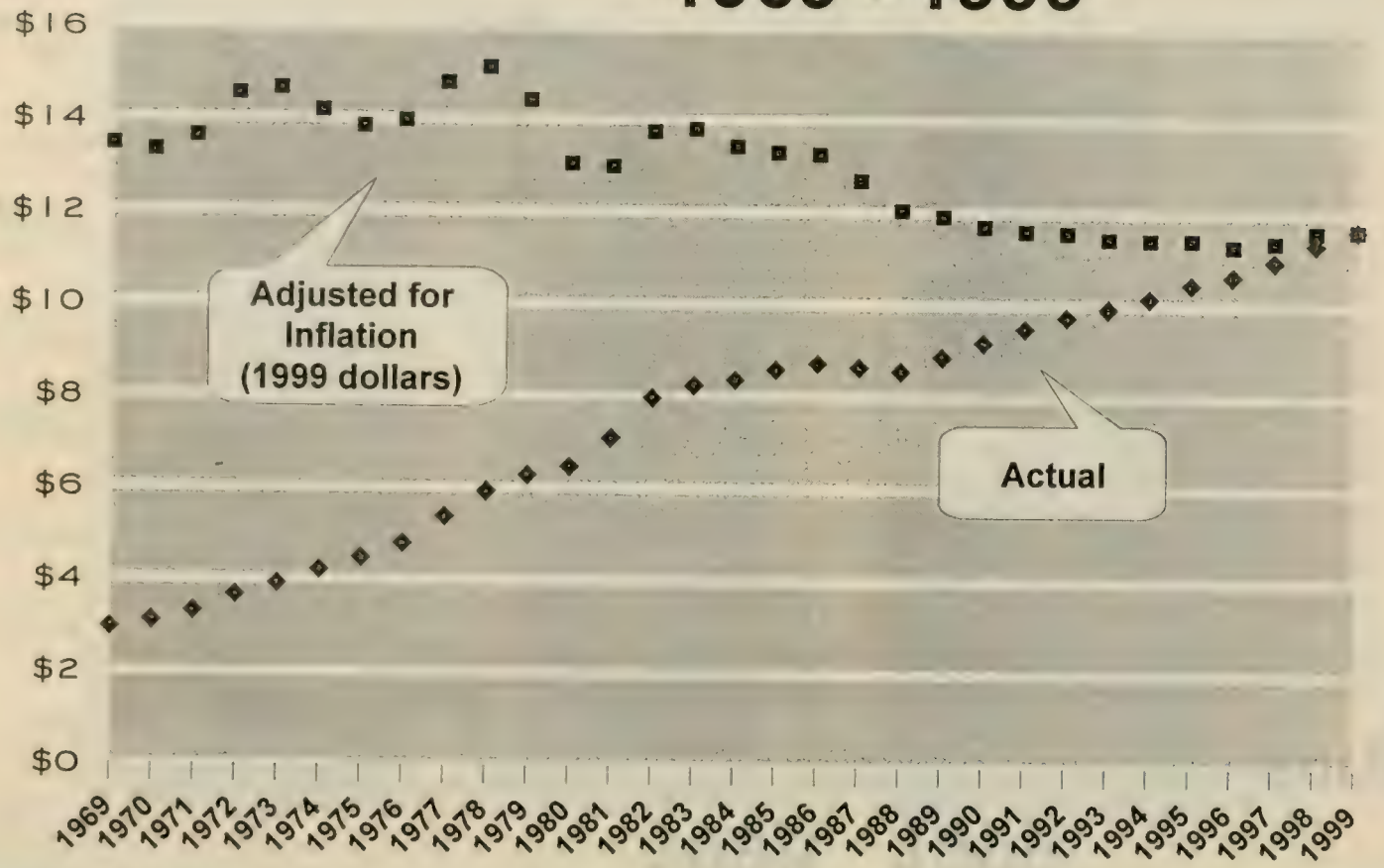


The largest increase was in Wholesale Trade (+$.67).

*Transportation, Communications & Utilities

Data from Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

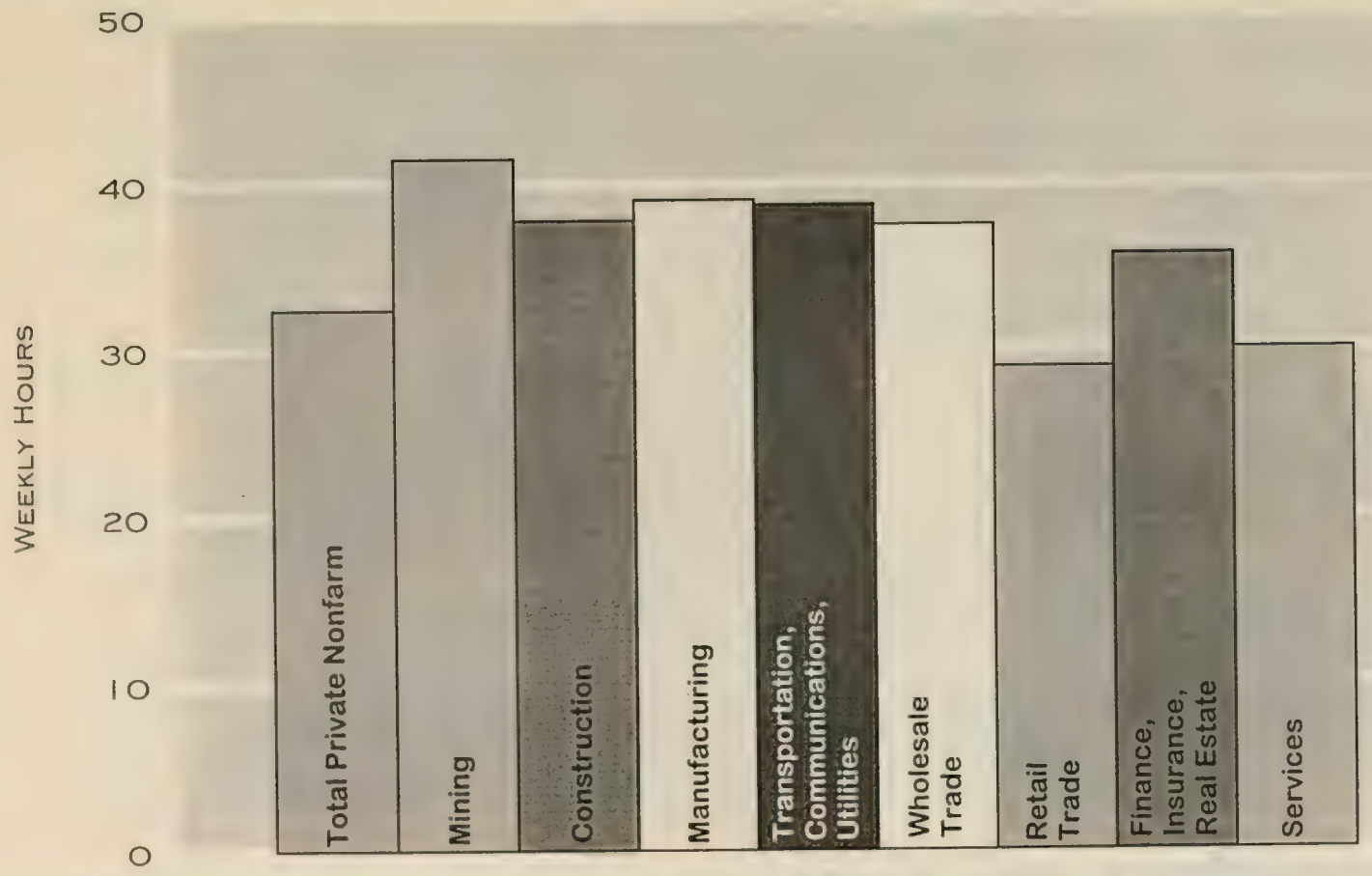
Annual Average Hourly Earnings
Montana Private Nonfarm Nonsupervisory Jobs
1969 - 1999

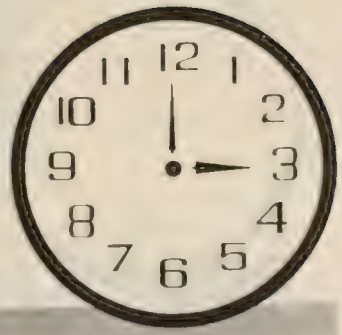


When adjusted for inflation, nonsupervisory workers' hourly wages showed a 4-cent increase between 1998 and 1999.

Data from Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

1999 Annual Average Weekly Hours
Montana Private Nonfarm Nonsupervisory Jobs

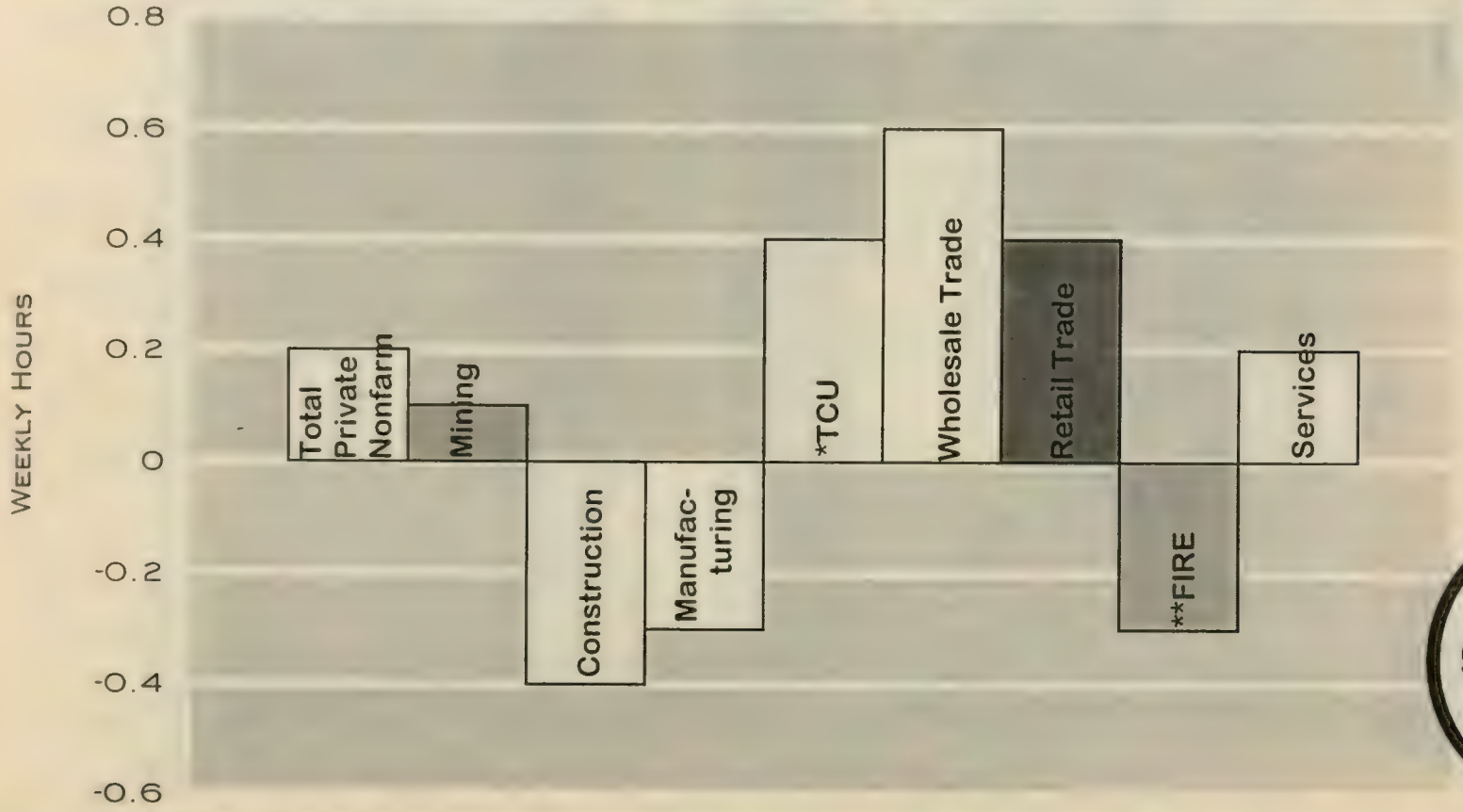


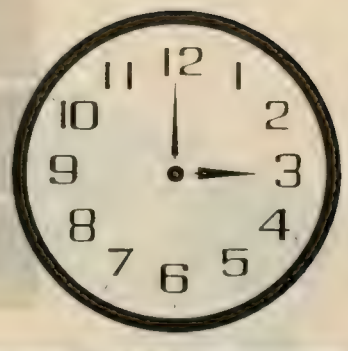


Retail Trade and Services have a greater percentage of part-time workers than other sectors.

Data from Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Change in Annual Average Weekly Hours
1998 - 1999
Montana Private Nonfarm Nonsupervisory Jobs



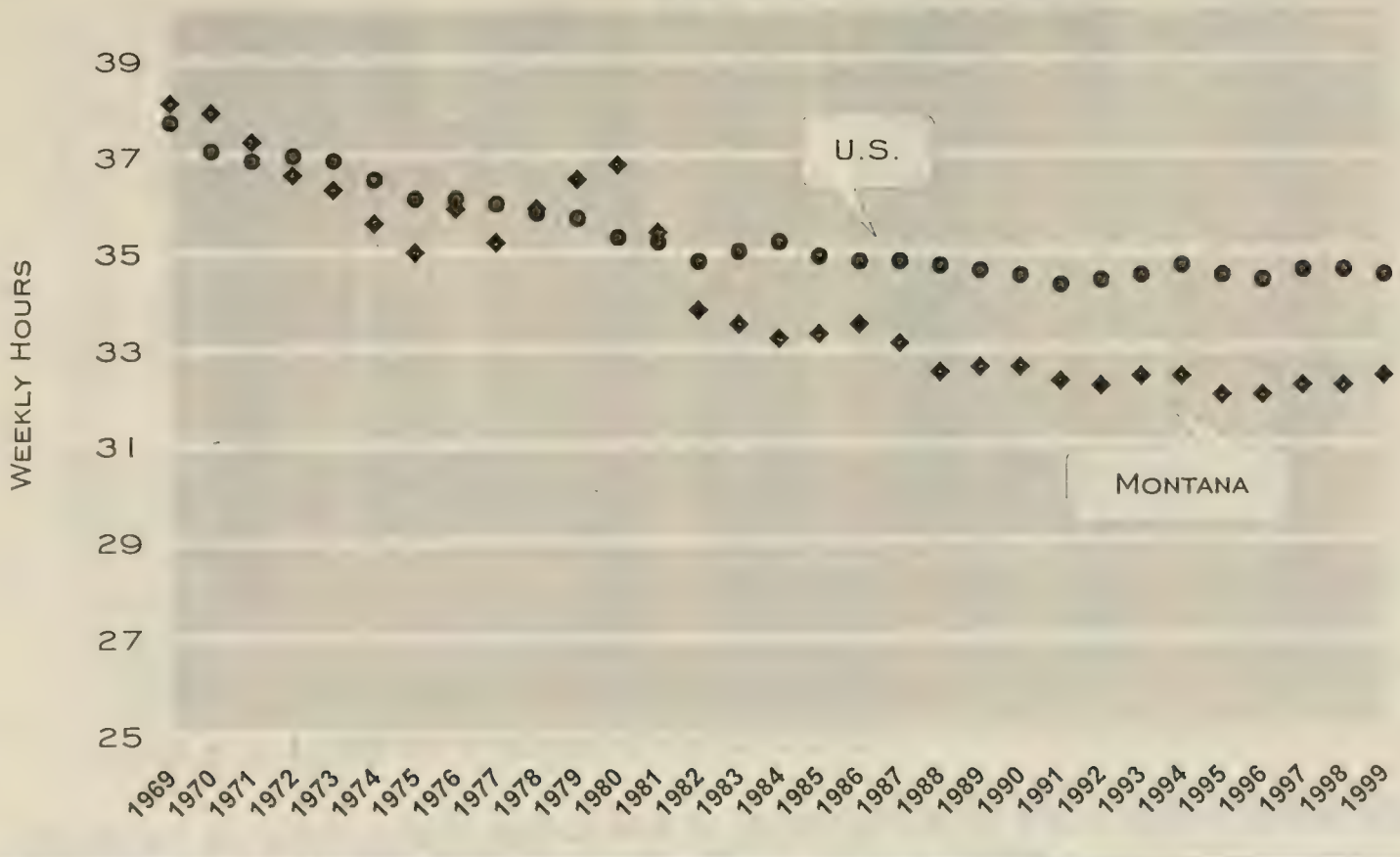


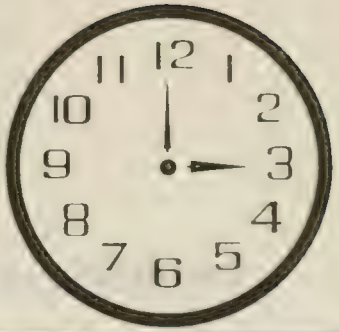
Average weekly hours for total private, nonfarm nonsupervisory jobs increased two-tenths of an hour over the year.

*TCU = Transportation, Communications, Utilities
**FIRE = Finance, Insurance, Real Estate

Data from Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Annual Average Weekly Hours
Private Nonfarm Nonsupervisory Jobs
1969 - 1999





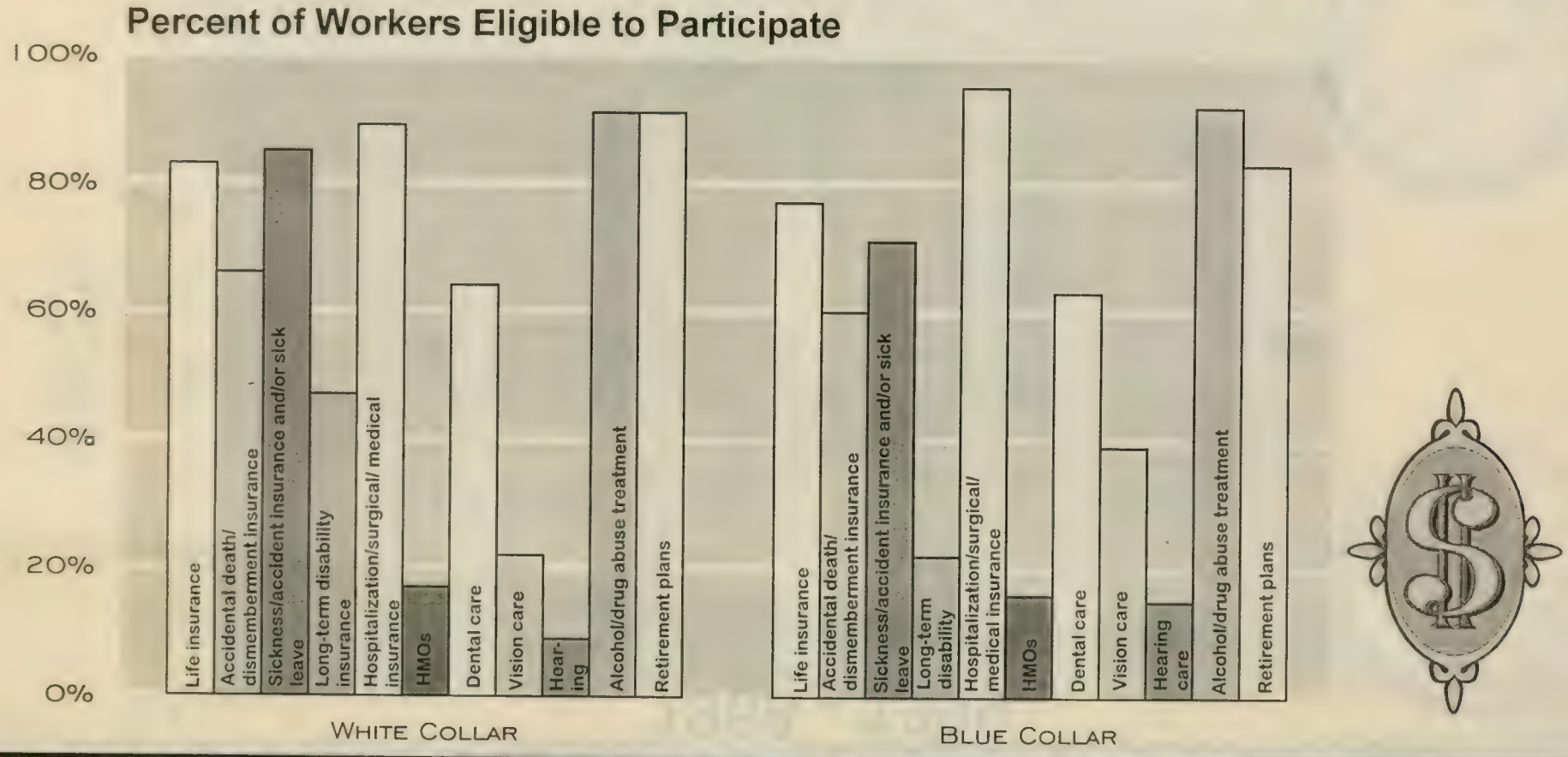
Both Montana and the U.S. are moving toward more part-time employment for nonsupervisory workers.

Data from Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Insurance, Health & Retirement Plans*

Montana - September 1993

Offered to Full-Time Workers in Businesses with More than 50 Employees



99% of white-collar and 96% of blue-collar workers are offered at least one type of benefit.

*Benefit plans may be partially or totally paid by the employer.

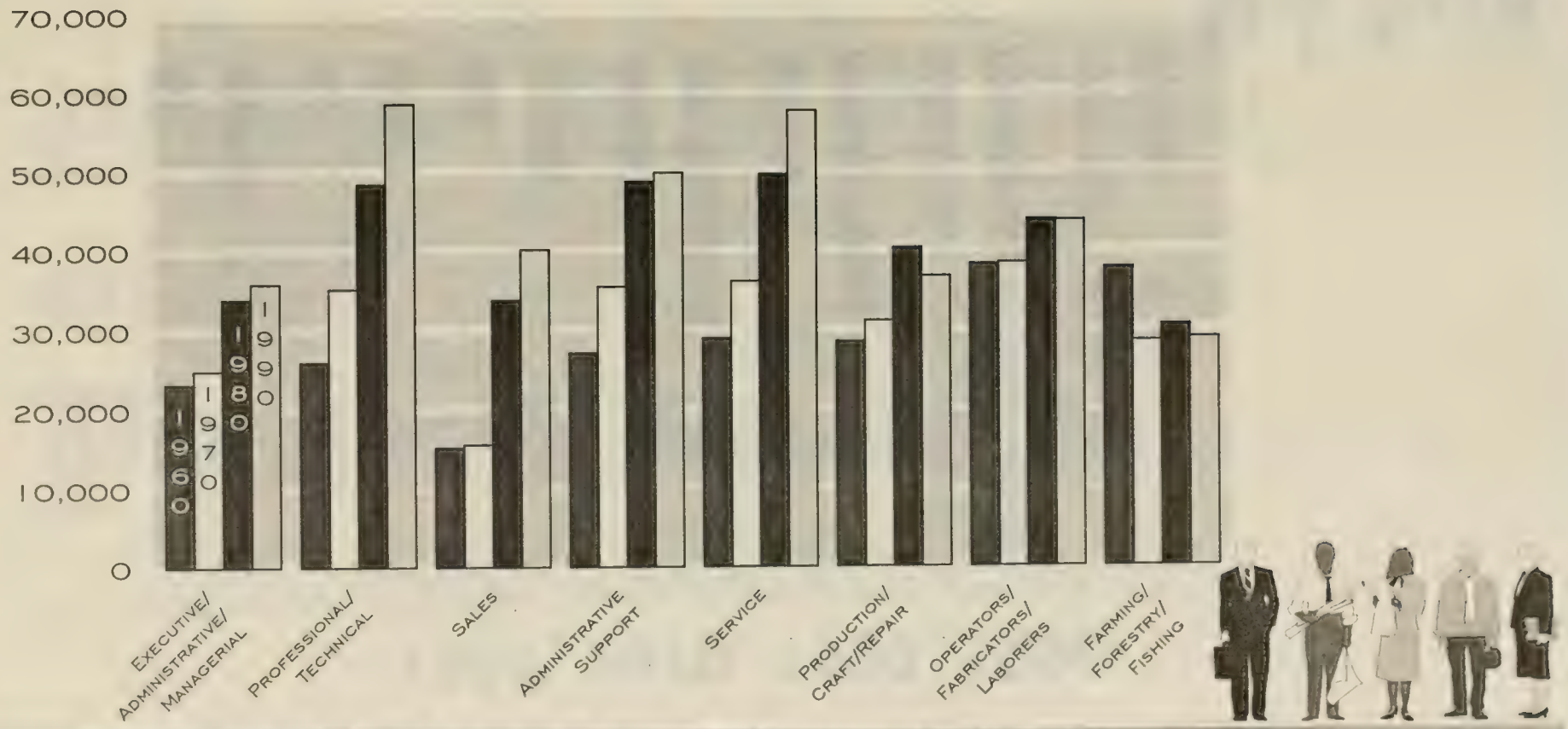
Data from Bureau of Labor Statistics Occupational Compensation Survey
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Profile of the Montana Worker

What We Do . . .

Occupations of Montana Workers

1960, 1970, 1980, 1990

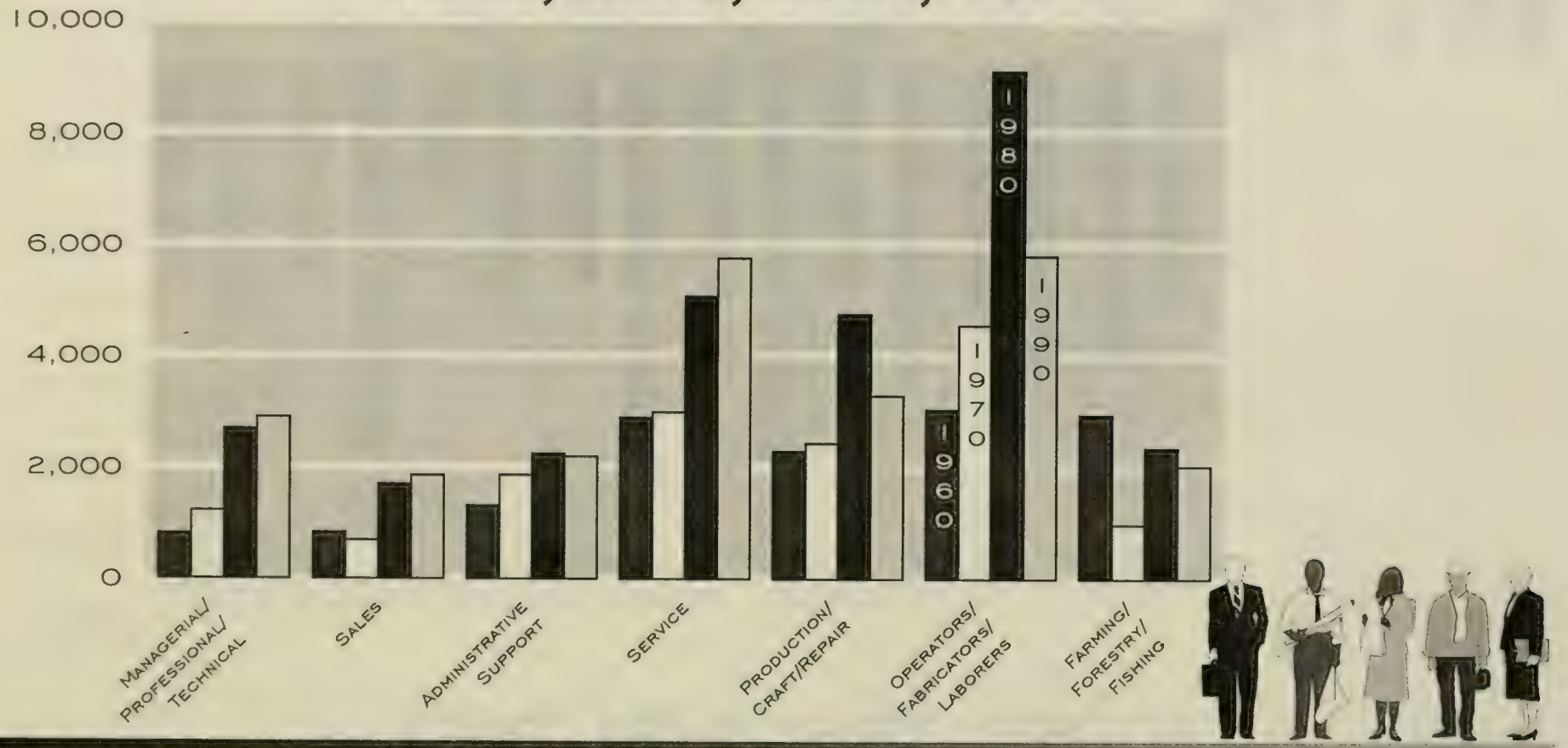


Strongest growth is in Professional/Technical, Sales and Service occupations.

Data from 1960, 1970, 1980, 1990 Census
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

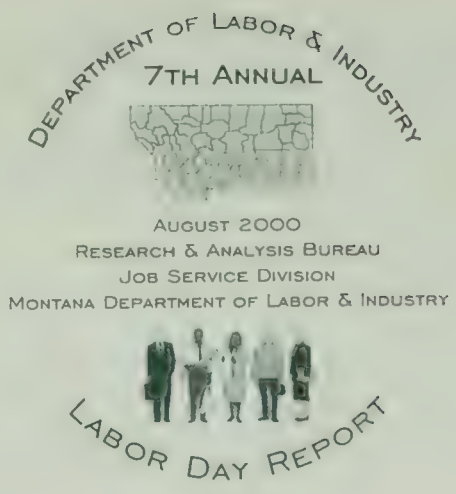
Occupations of Unemployed Montanans with Previous Work Experience

1960, 1970, 1980, 1990



Most unemployed Montanans are from Service and Operators/Fabricators/Laborers occupations.

Data from 1960, 1970, 1980, 1990 Census
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

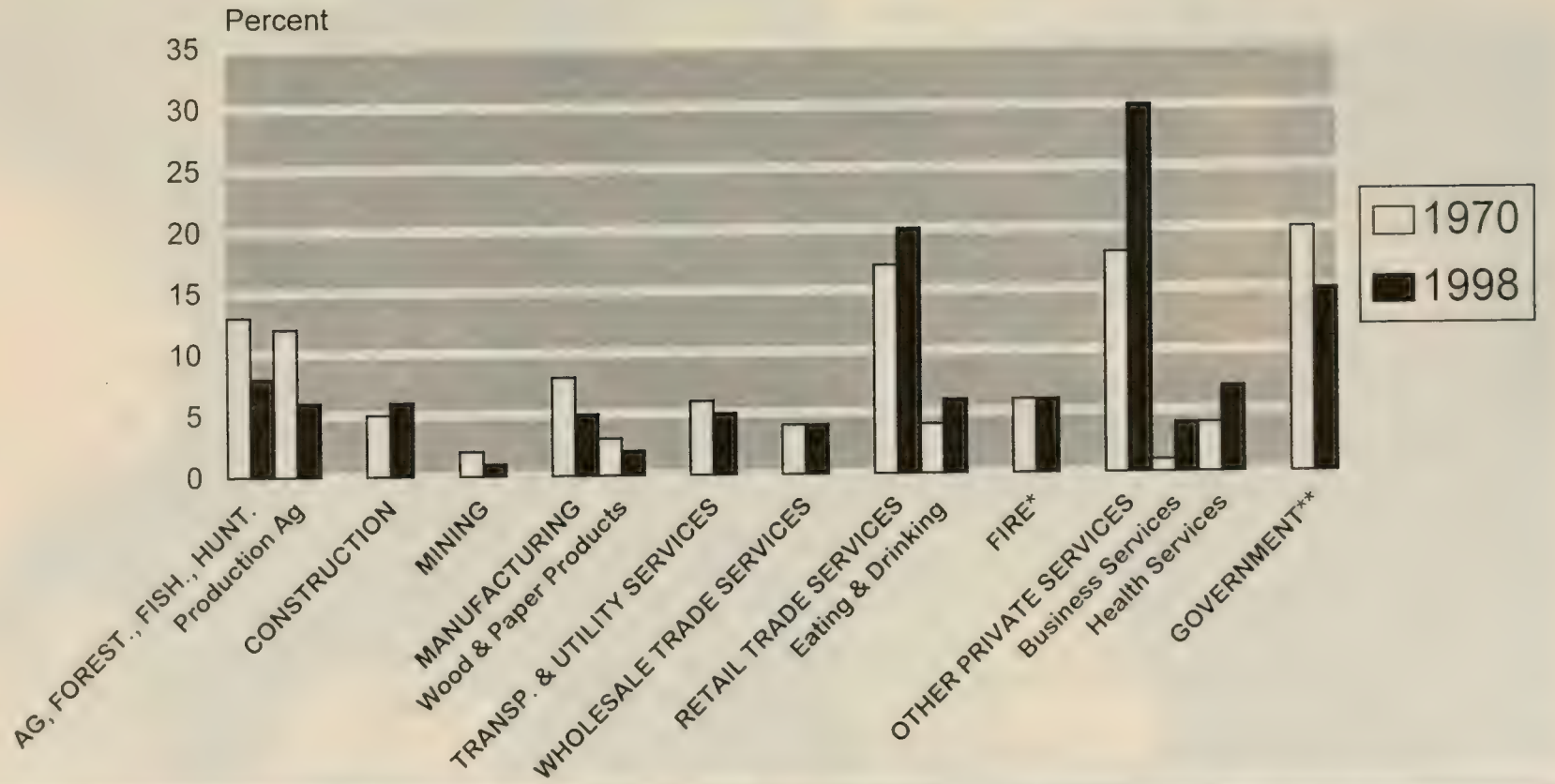


Profile of the Montana Worker

Where We Work . . .

Distribution of Jobs by Broad Industry

Montana 1970 and 1998



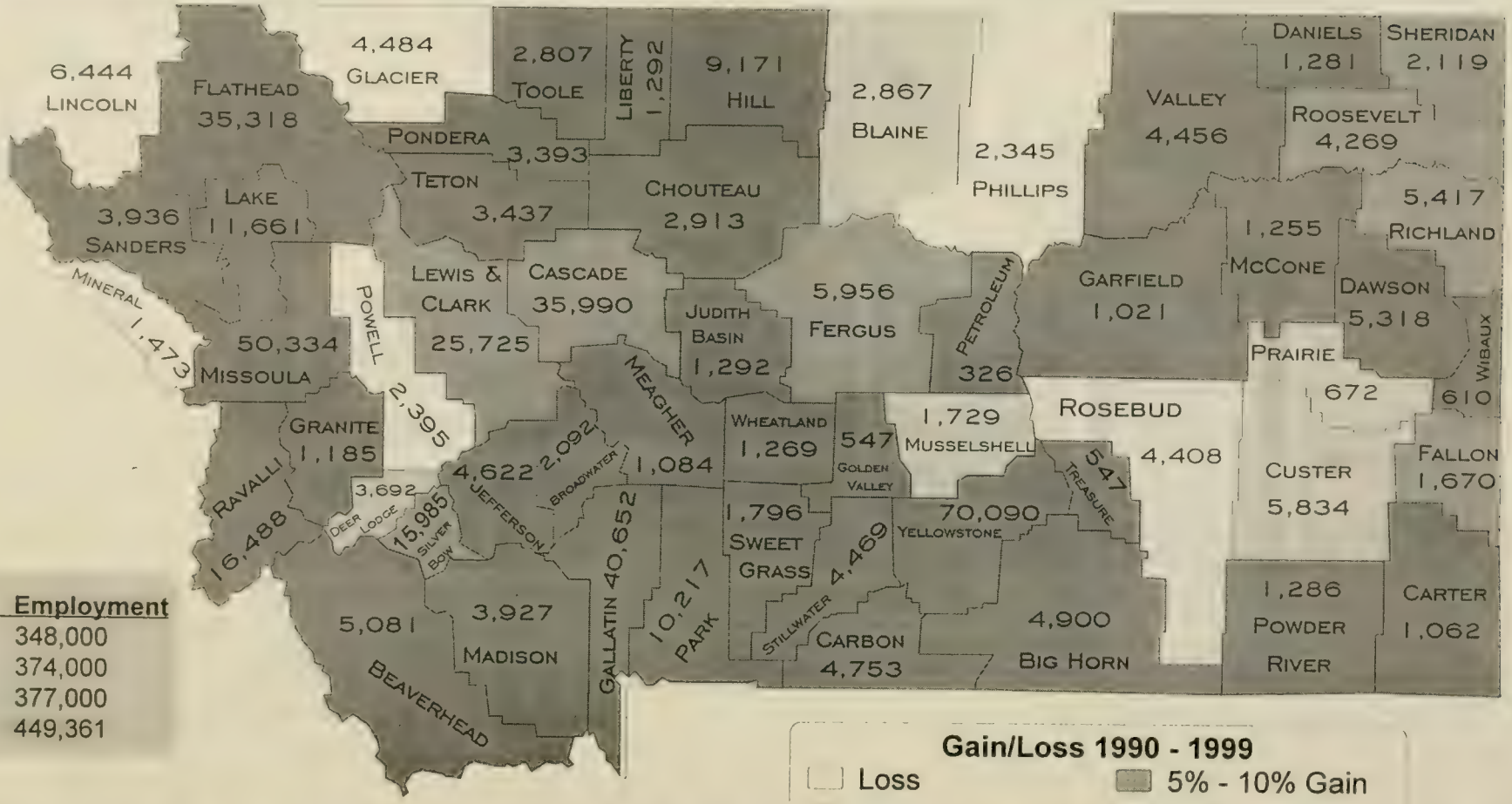
Private services jobs, including higher-paying health services, are an important component of Montana's economy

*FIRE = Finance, Insurance & Real Estate Services
**Includes Public Education

Source: U.S. Bureau of Economic Analysis; jobs include self-employment
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Annual Average Total Employment

1999



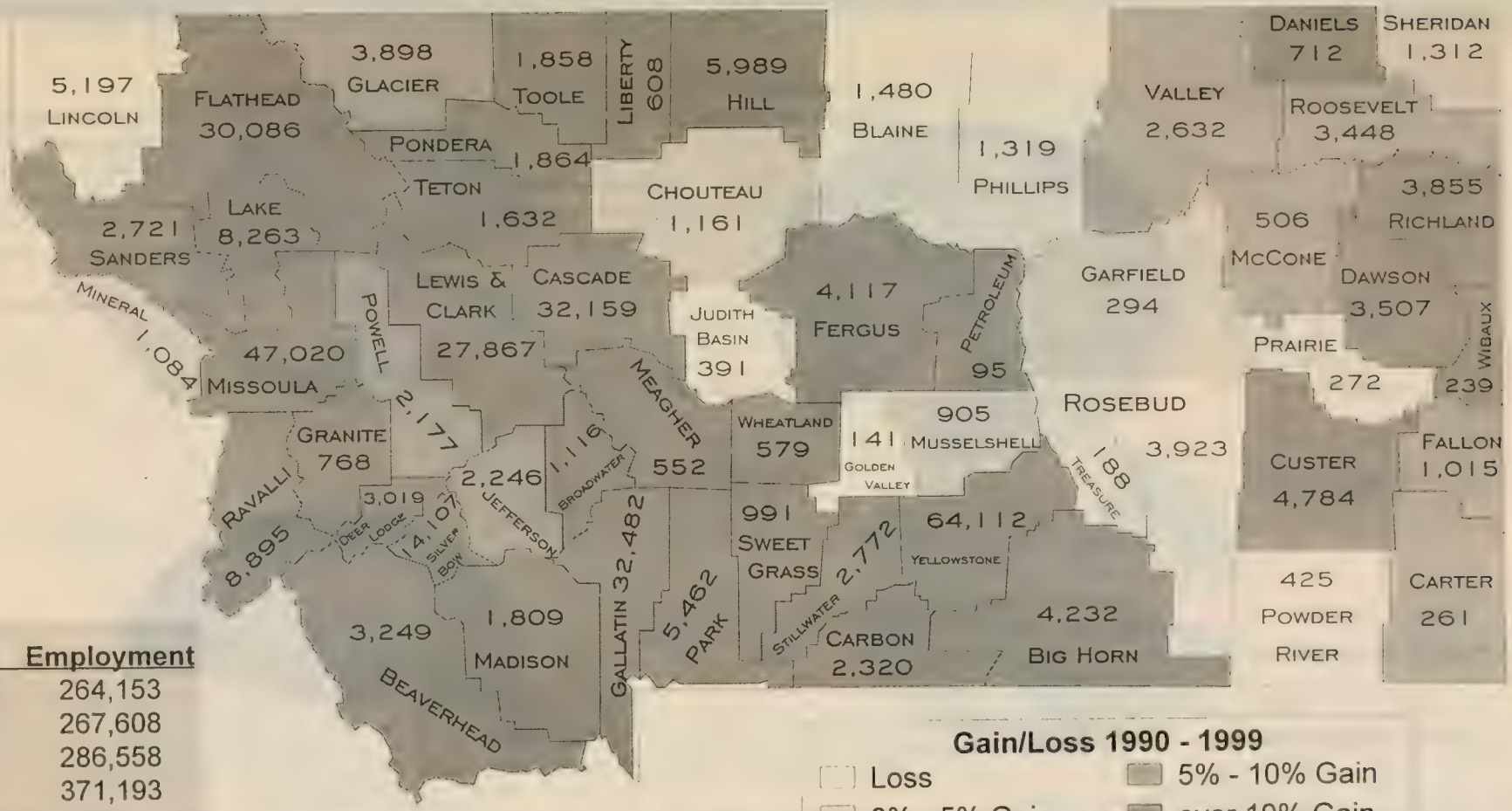
Year	Employment
1980	348,000
1985	374,000
1990	377,000
1999	449,361

50 of 56 counties showed growth. State Employment Total: 449,361 Gain 1990 - 1999: +19.2%

Data from Local Area Unemployment Statistics series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Annual Average Covered Employment*

1999



Year	Employment
1980	264,153
1985	267,608
1990	286,558
1999	371,193

Gain/Loss 1990 - 1999

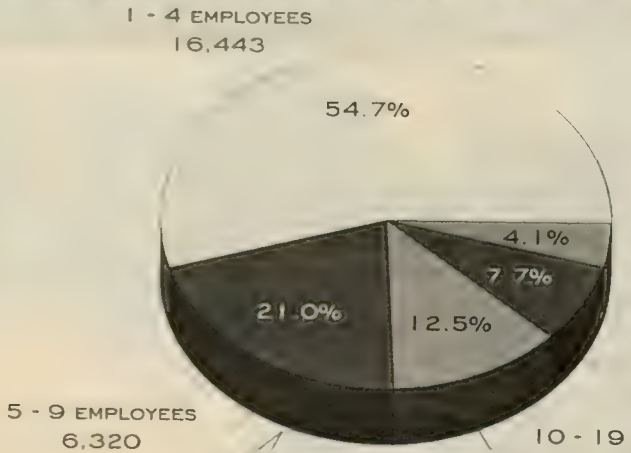
- Loss
- 0% - 5% Gain
- 5% - 10% Gain
- over 10% Gain

47 of 56 counties showed growth. State Employment Total: 371,193 Gain 1990 - 1999: +29.6%

Data from ES-202 (Covered Employment*) series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau
*Covered employment includes government, but excludes railroads, self-employed and most ag employment

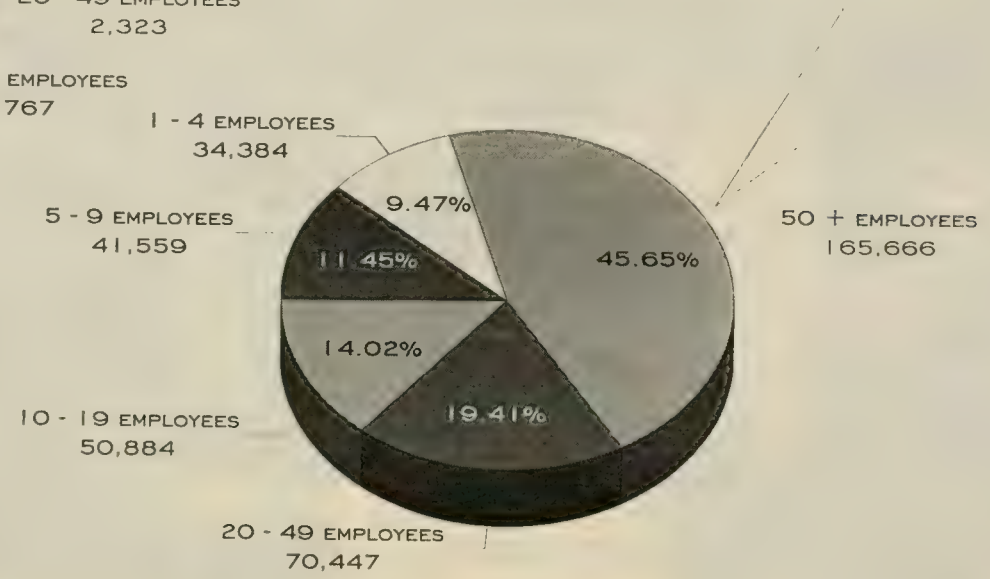
Montana Employment* by Work Site Size

Size Class Based on March 1999 Employment Data



NUMBER OF EMPLOYEES

- ALMOST HALF OF MONTANA'S EMPLOYEES WORK AT 4.1% OF THE WORK SITES (THOSE WITH 50+ EMPLOYEES).
- 65% OF MONTANA'S EMPLOYEES WORK AT 11.8% OF MONTANA'S WORK SITES.



NUMBER OF BUSINESS WORK SITES

- OVER HALF OF MONTANA'S BUSINESS WORK SITES HAVE FEWER THAN 5 EMPLOYEES.
- 88% OF MONTANA'S BUSINESS WORK SITES HAVE FEWER THAN 20 EMPLOYEES.
- ONLY 4.1% OF MONTANA'S BUSINESS WORK SITES HAVE 50 OR MORE EMPLOYEES.

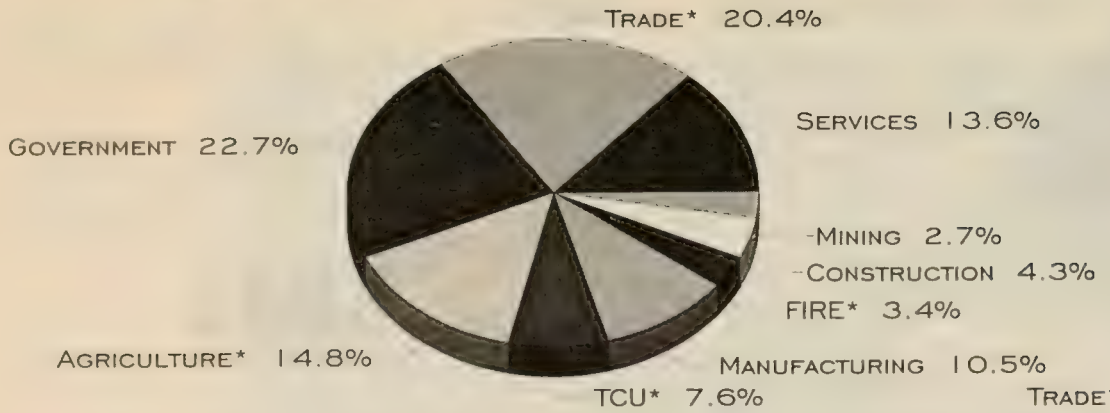
From March 1998 - March 1999, there was a net increase of 608 work sites and 9,322 employees.

***Covered employment includes government, but excludes railroads, self-employed and most ag employment.**

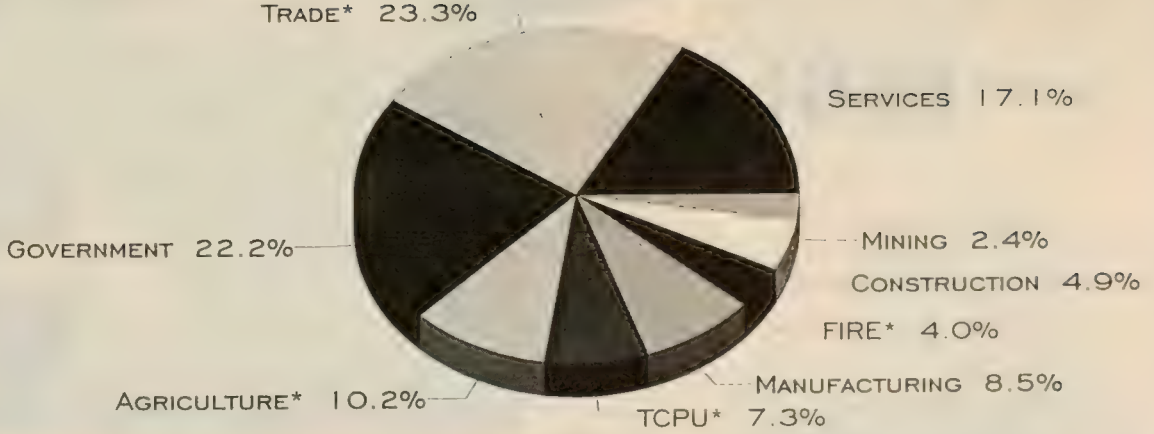
Data from ES-202 (covered employment*) series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Montana Employment

1969



1979

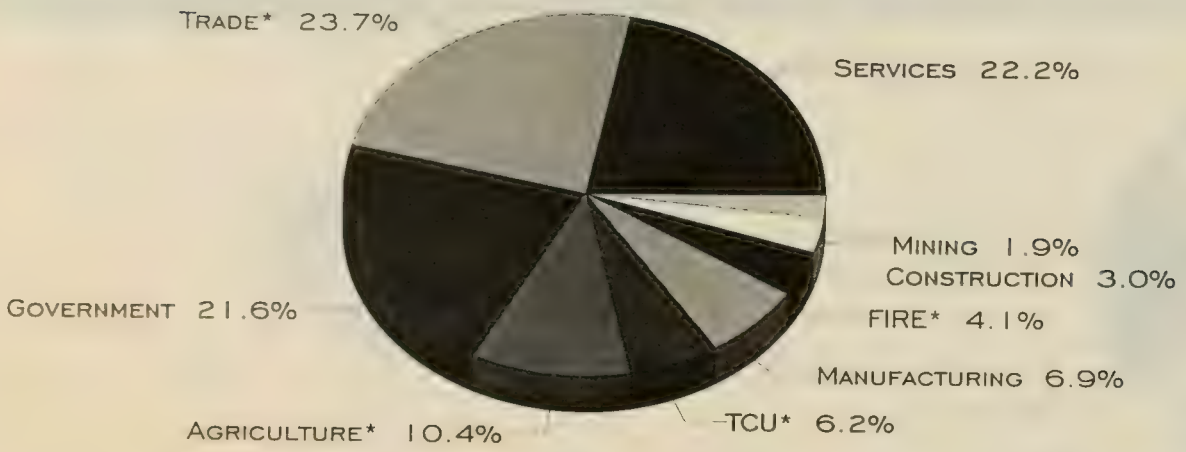


Agriculture, Government, Manufacturing, Mining and TCU dropped as a percent of total employment between 1969 and 1979.

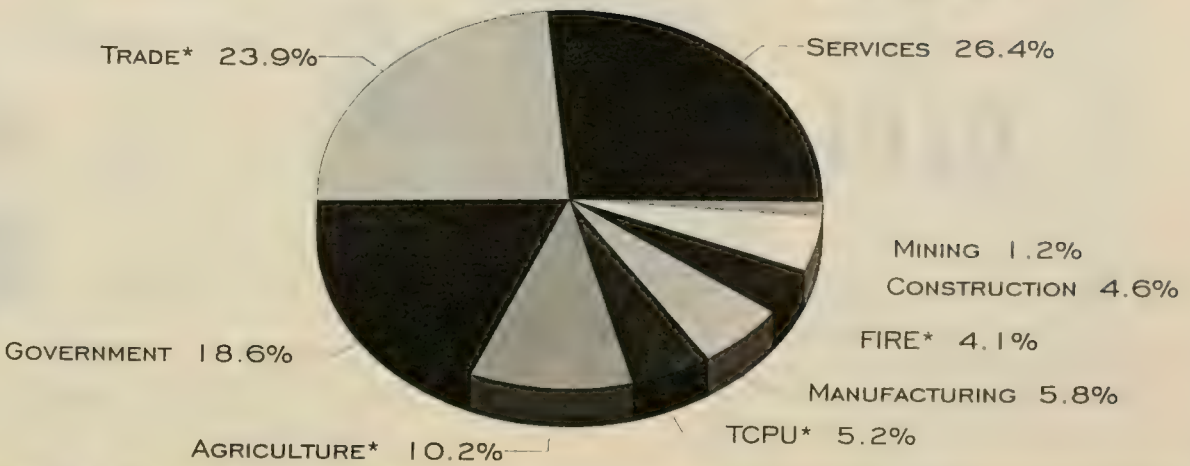
*Agriculture = Ag, Forestry, Fishing, Hunting
*FIRE = Finance, Insurance & Real Estate
*Trade = Wholesale/Retail Trade
*TCU = Transportation, Communications & Utilities

Data from Local Area Unemployment Statistics and Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Montana Employment



1989



1999

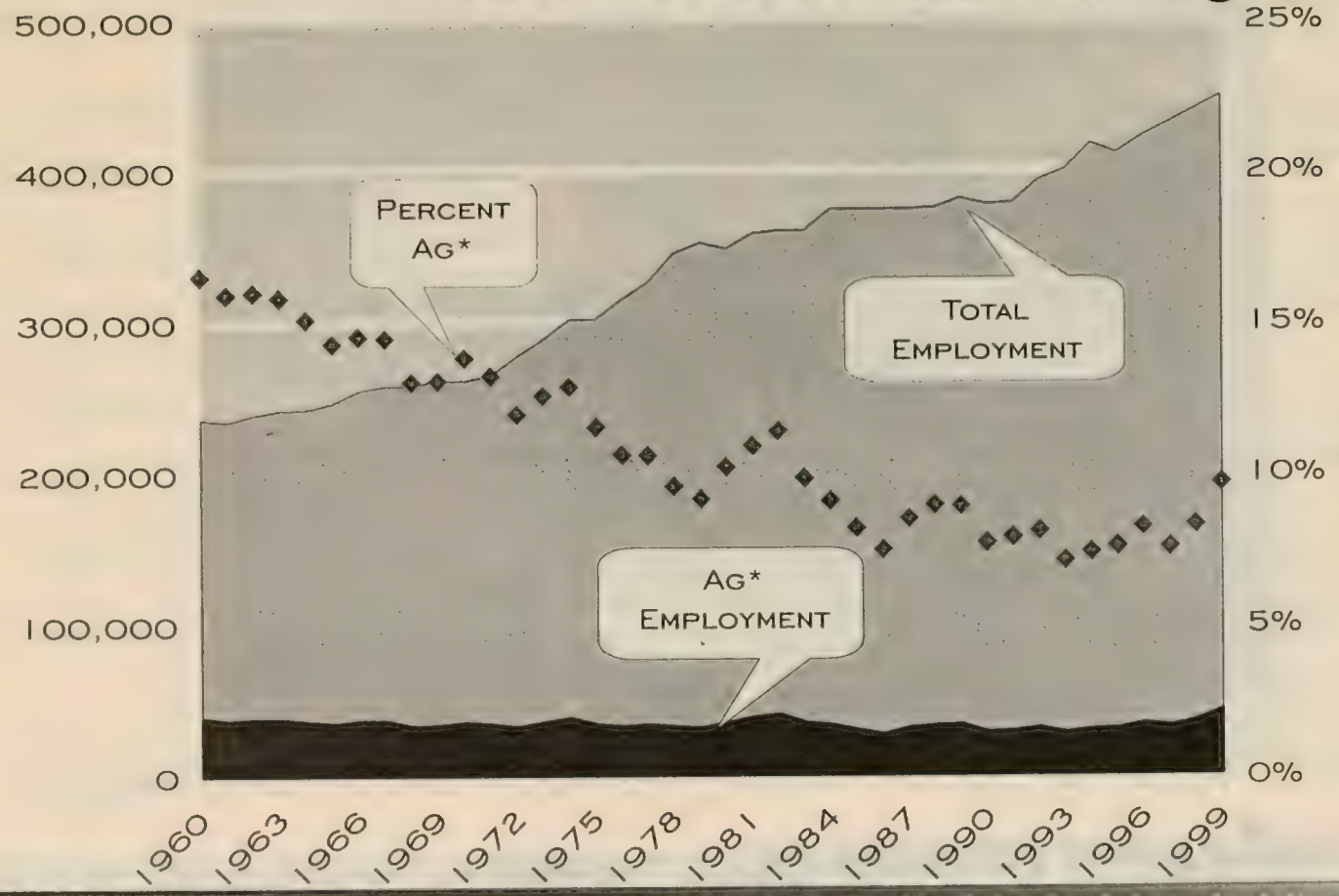
Agriculture, Government, Manufacturing, Mining & TCU employment dropped as a percent of total employment between 1989 and 1999.

*Agriculture= Ag, Forestry, Fishing & Hunting
*FIRE = Finance, Insurance & Real Estate
*Trade = Wholesale/Retail Trade
*TCU = Transportation, Communications & Utilities

Data from Local Area Unemployment Statistics and Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Montana Agriculture, Forestry, Fishing and Hunting Employment

1960 - 1999 Annual Averages



- AG PRODUCTION - CROP
- AG PRODUCTION - LIVESTOCK
- AG SERVICES - EXCEPT VETERINARY AND LANDSCAPE/HORTICULTURAL
- FORESTRY
- FISHING/HUNTING/TRAPPING

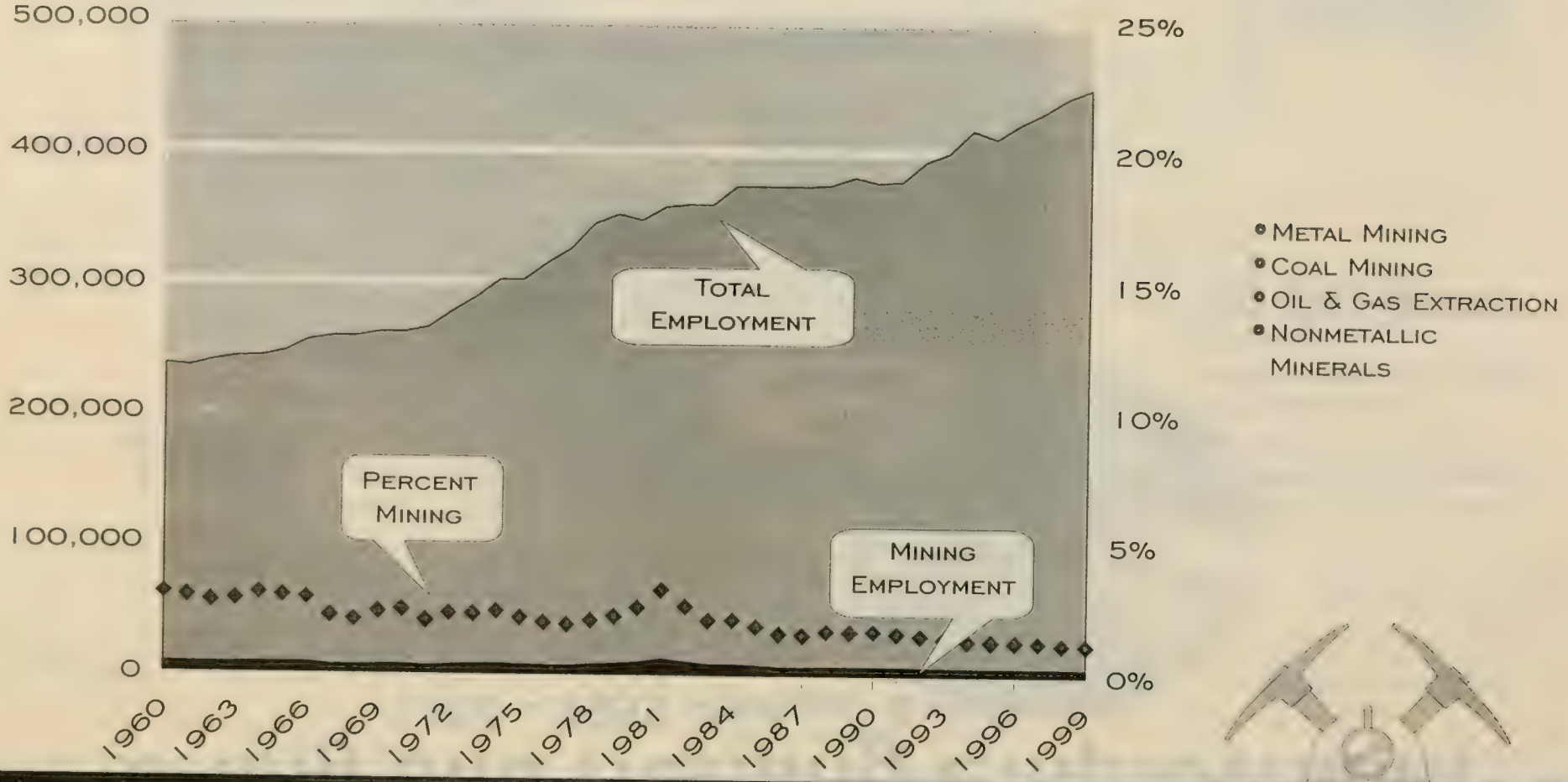
Ag, Forestry, Fish. & Hunt. employment over time has declined both in absolute and relative terms

*Agriculture= Ag, Forestry, Fishing & Hunting

Data from Local Area Unemployment Statistics
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Montana Mining Employment

1960 - 1999 Annual Averages

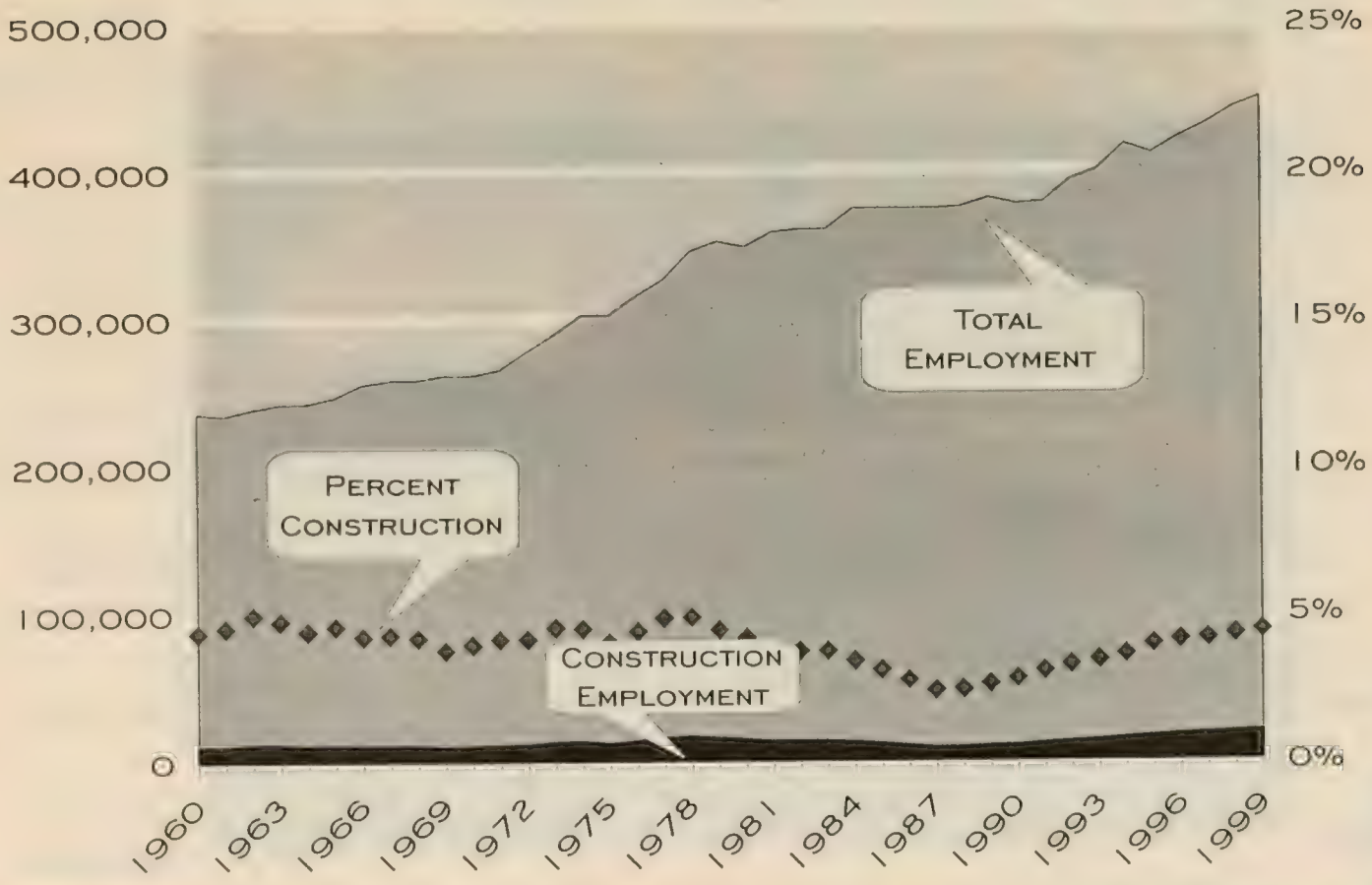


Mining employment has generally declined since 1960.

Data from Local Area Unemployment Statistics and Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Montana Construction Employment

1960 - 1999 Annual Averages

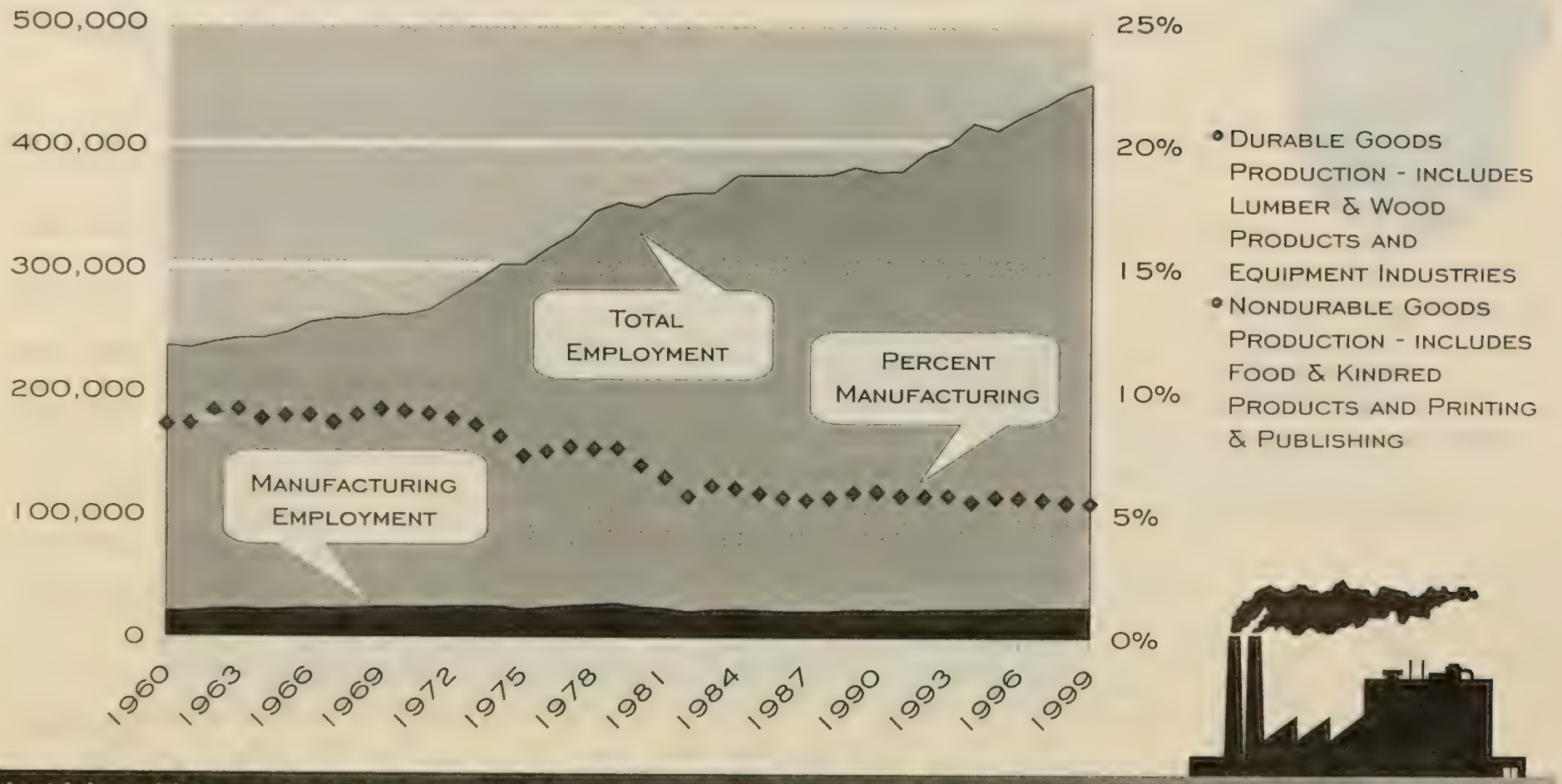


- General Building Contractors
- Heavy Construction
- Special Trade Contractors

Construction employment increases since 1990 have been largely fueled by population growth and commercial construction.

Data from Local Area Unemployment Statistics and Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Montana Manufacturing Employment
1960 - 1999 Annual Averages

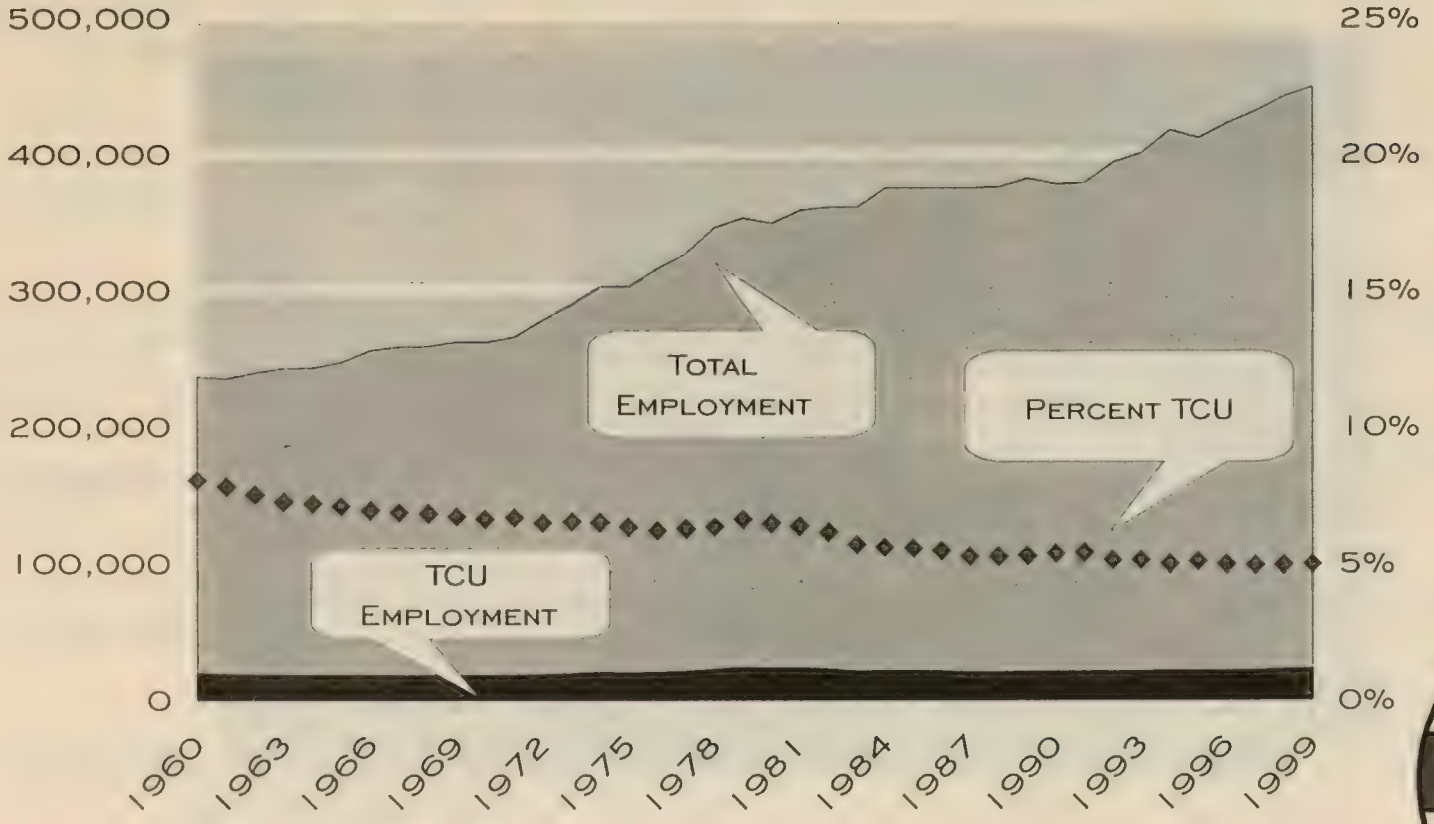


Industrial machinery and printing/publishing have increased in importance over time; primary metals and food processing have decreased.

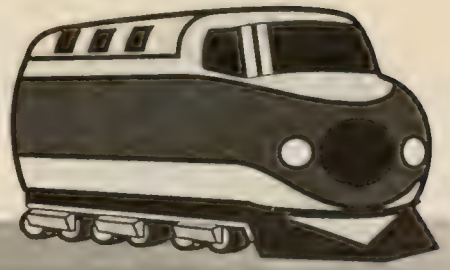
Data from Local Area Unemployment Statistics and Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Montana Transportation, Communications and Utilities Employment (TCU)

1960 - 1999 Annual Averages



- Transportation - includes Railroads, Local & Interurban Transportation and Trucking & Warehousing
- Communications - includes Telephone
- Electric, Gas & Sanitary Service Utilities

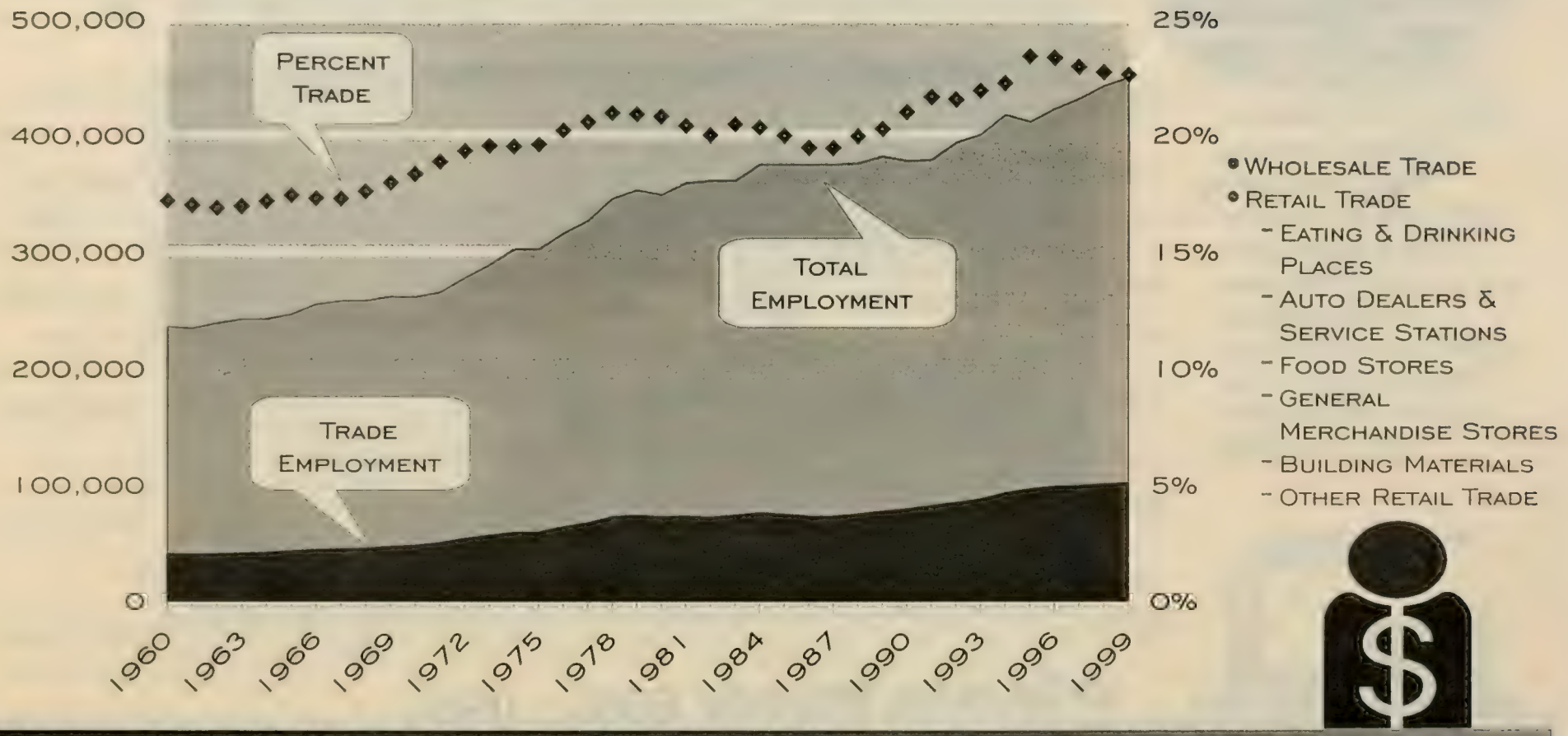


Average wage and salary jobs in railroads, communications and utilities are high wage

Data from Local Area Unemployment Statistics and Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Montana Trade Employment

1960 - 1999 Annual Averages



After slow growth in the 1980s, retail trade growth was strong in the early '90s due to population increases.

Data from Local Area Unemployment Statistics and Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Montana Finance, Insurance & Real Estate Employment (FIRE)

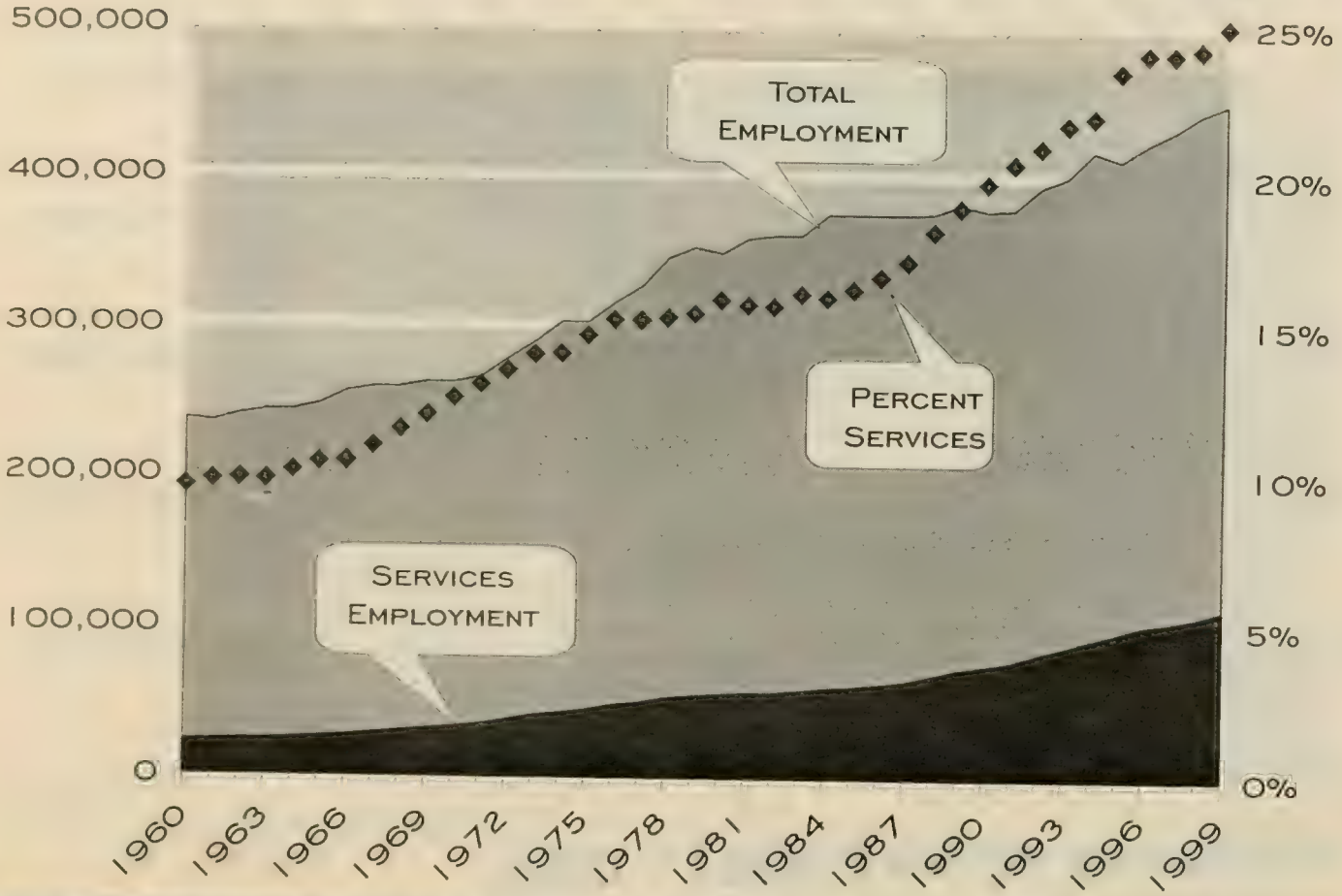
1960 - 1999 Annual Averages

Credit agencies, security and commodity brokers, and holding and other investment offices are high-wage industr

Data from Local Area Unemployment Statistics and Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Montana Services Employment

1960 - 1999 Annual Averages



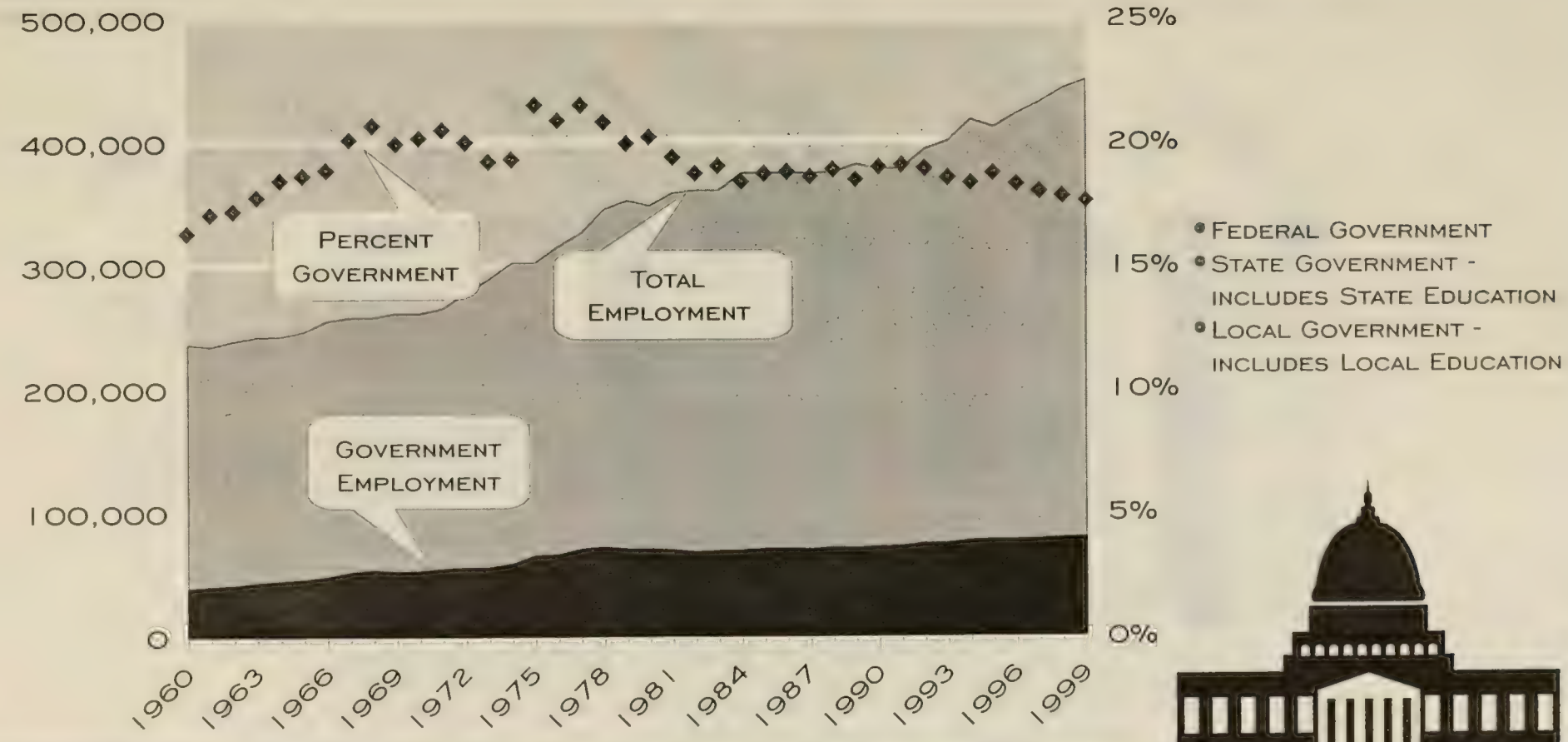
- Hotels & Other Lodging
- Personal Services
- Business Services
- Auto & Misc. Repair
- Amusement & Recreation
- Health Services
- Legal Services
- Educational Services
- Social Services
- Membership Orgs.
- Engineering & Management

This group of service sectors has grown both absolutely and relatively to the total Montana economy.

Data from Local Area Unemployment Statistics and Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Montana Government Employment

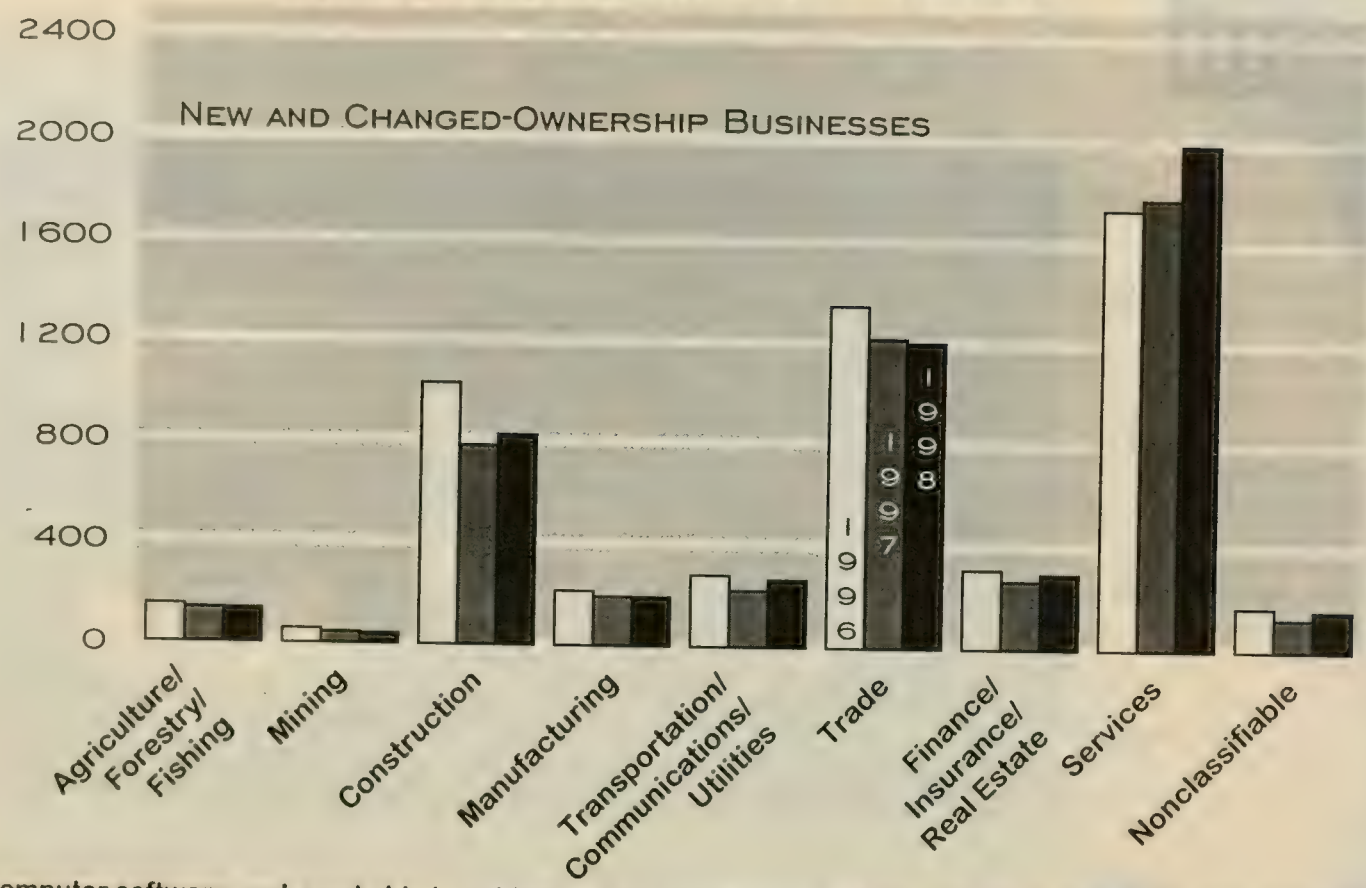
1960 - 1999 Annual Averages



Government's share of total employment has generally declined since 1975.

Data from Local Area Unemployment Statistics and Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

New Business* Establishments
Montana 1996 - 1998



Due to a change in computer software, we're not able to publish current information. As soon as we're able to get new and changed ownership businesses, we'll begin publishing the information.

Montana's fastest-growing sectors are Services and Wholesale/Retail Trade.

*** A count of new business firms registered with the Unemployment Insurance Program and businesses qualifying as a new business firm because of a change in ownership.**

Data from Montana Unemployment Insurance Program
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

DEPARTMENT OF LABOR & INDUSTRY

7TH ANNUAL

AUGUST 2000

RESEARCH & ANALYSIS BUREAU

JOB SERVICE DIVISION

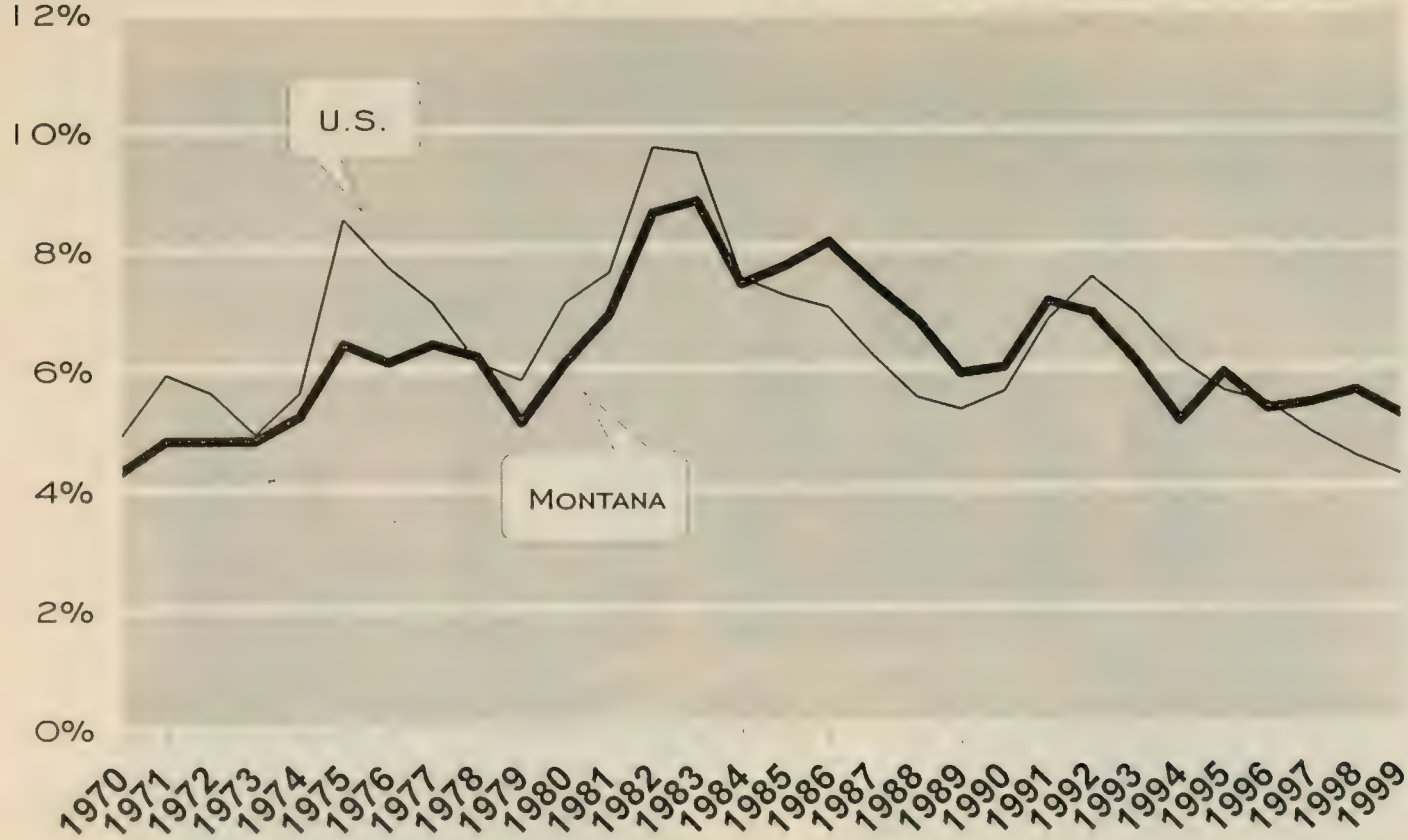
MONTANA DEPARTMENT OF LABOR & INDUSTRY

LABOR DAY REPORT

Profile of the Montana Worker

Challenges We Face . . .

Annual Average Unemployment Rate
Montana and U.S.



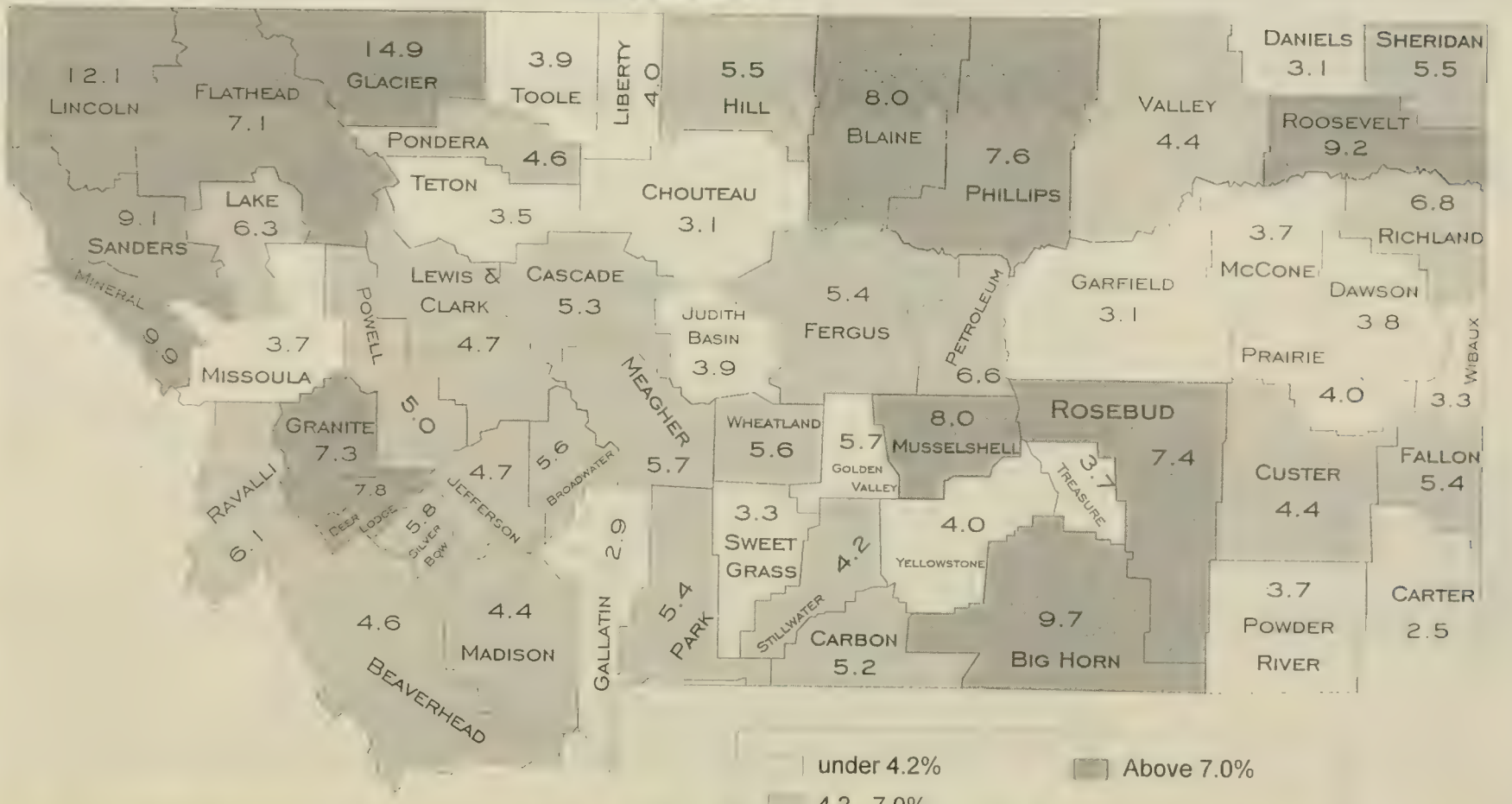
YEAR	MONTANA	U.S.
1970	4.3%	4.9%
1980	6.1%	7.1%
1990	6.0%	5.6%
1999	5.2%	4.2%

Over the last five years, Montana's unemployment rate has fluctuated around 5.5%, while the U.S. rate has fallen steadily.

Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Annual Average Unemployment Rate

1999



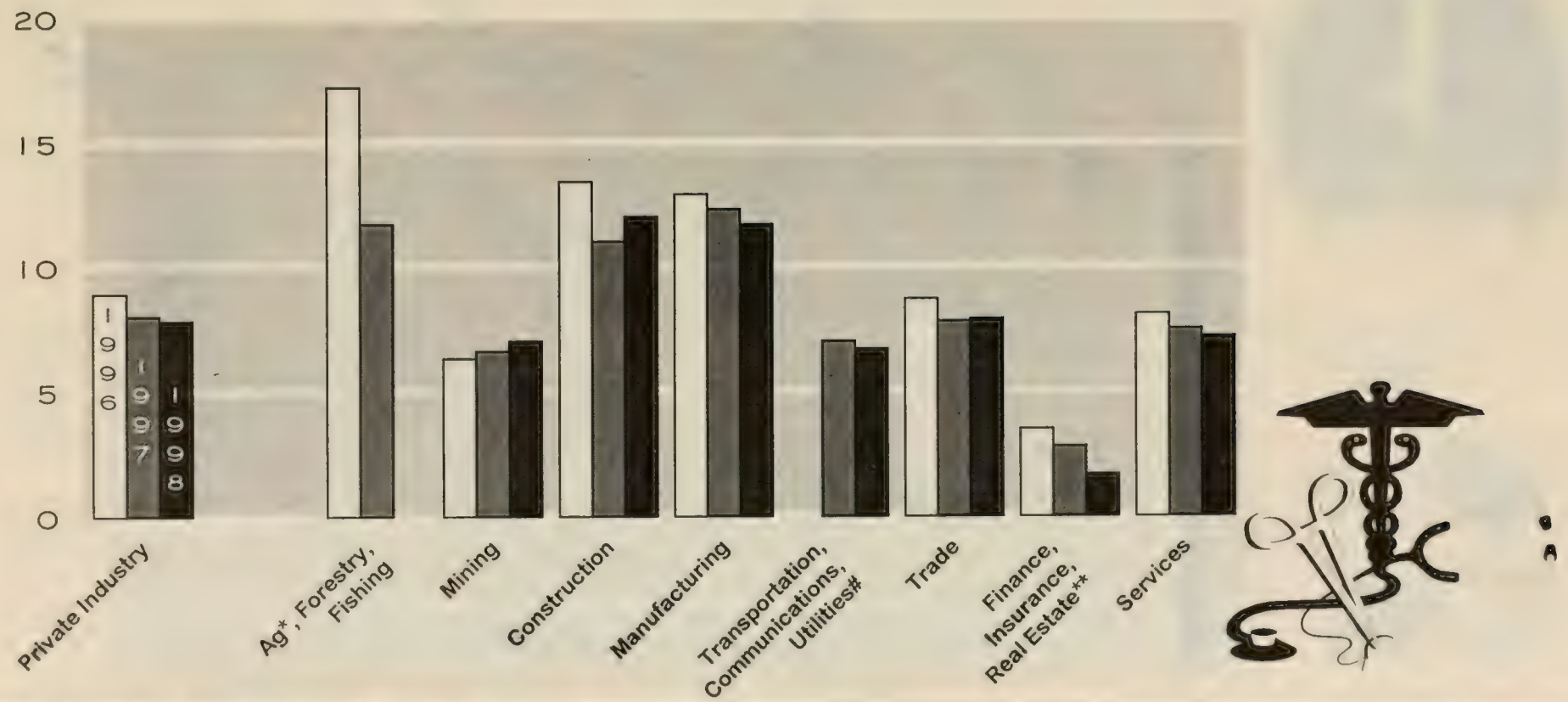
13 counties showed high unemployment over 7%; 6 of the 13 counties are those with Indian Reservations

Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Occupational Injury and Illness Incidence Rates

(per 100 full-time workers)

Montana 1996 - 1998 †



During 1998, an estimated 17,900 occupational injuries and illnesses occurred in Montana.

*Excludes farms with fewer than 11 employees.

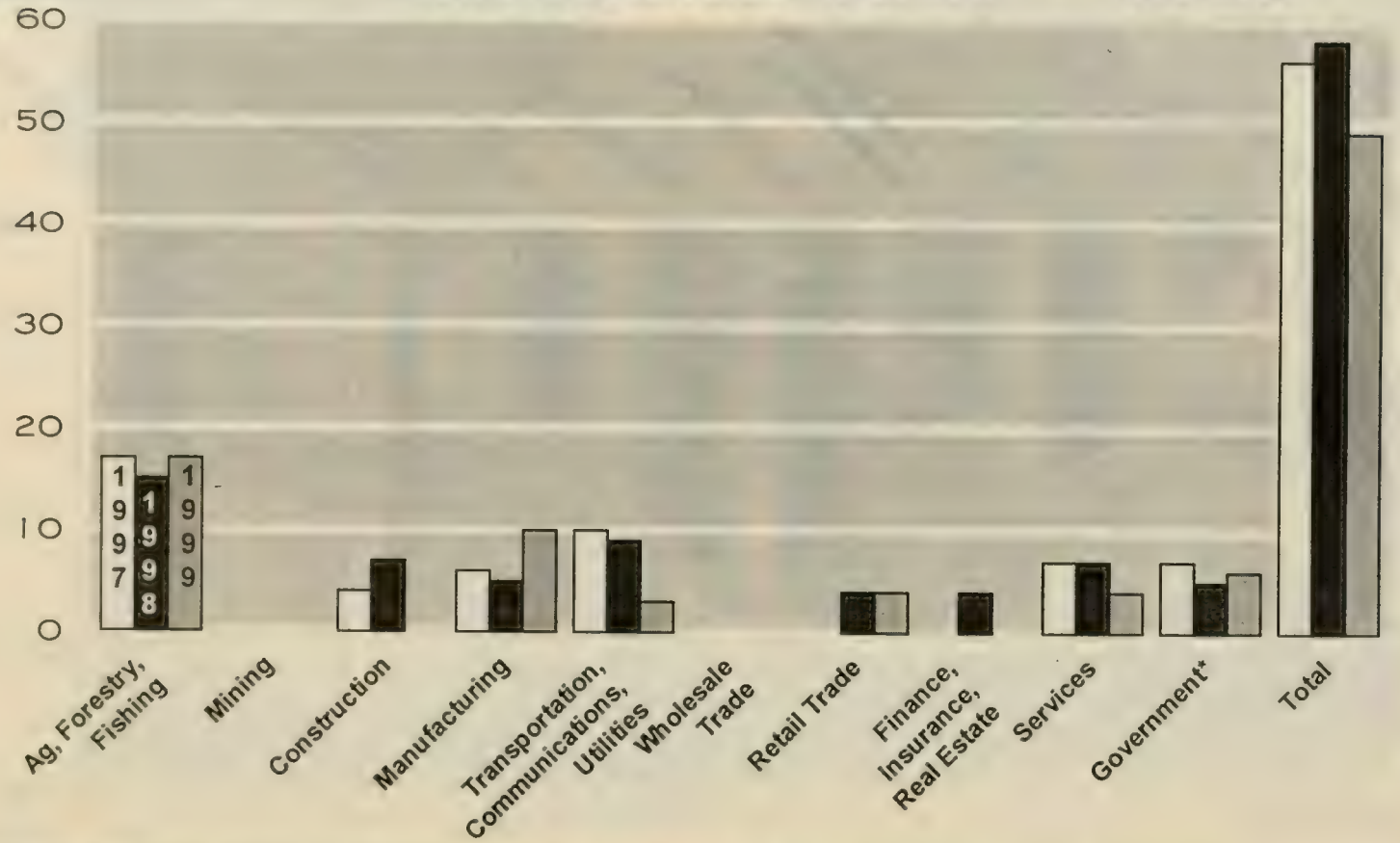
**Agriculture, Forestry and Fishing data for 1998 and #Transportation, Communications and Utilities data for 1996 are not available or do not meet publication criteria.

† Excludes fatal work-related injuries and illnesses.

Data from Occupational Safety & Health Statistics program

Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Fatal Occupational Injuries
Montana 1997 - 1999



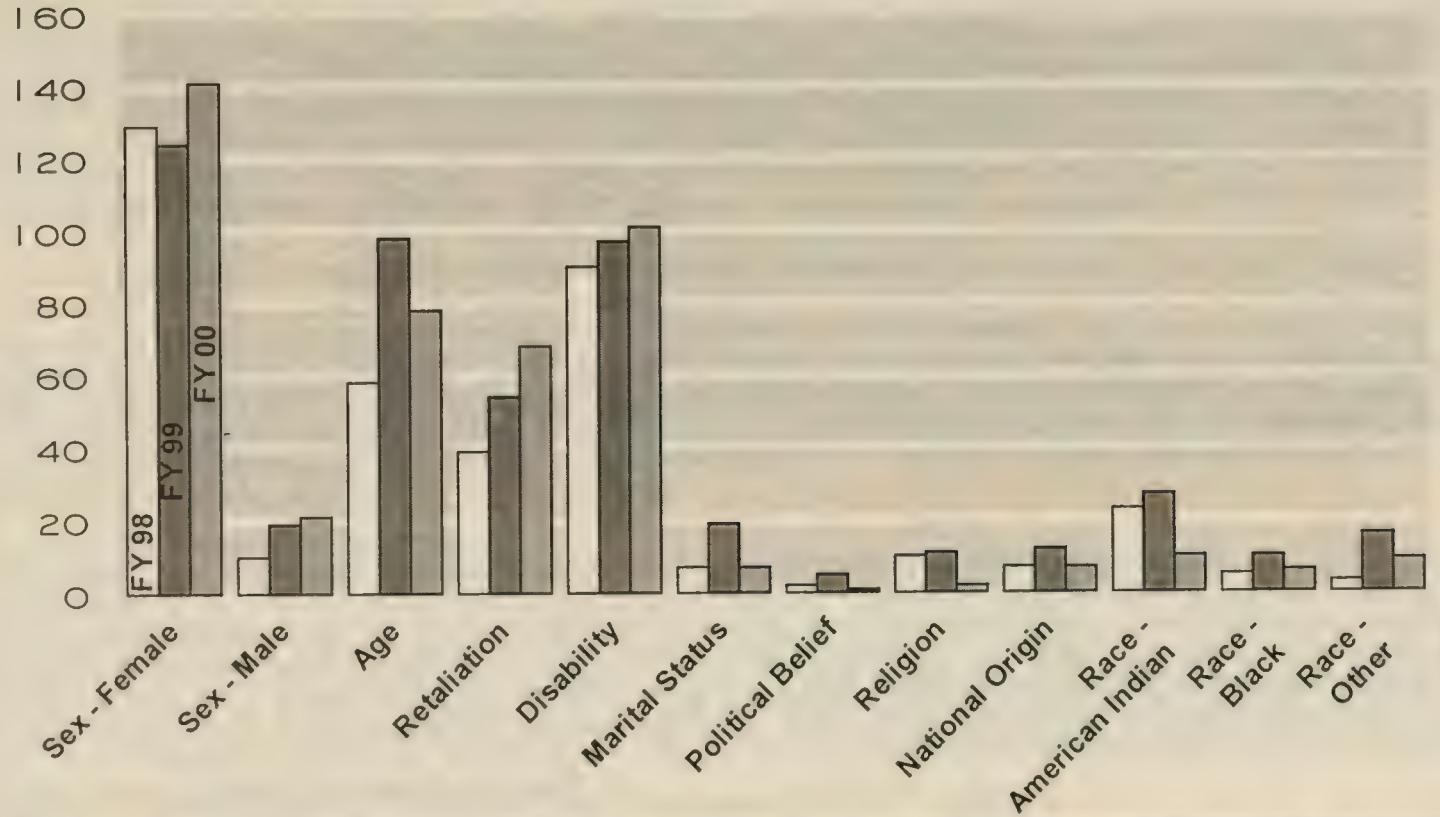
*Includes fatalities to workers employed by governmental organizations regardless of industry.

Montana's fatal occupational injuries *decreased* from 58 in 1998 to 49 in 1999.

Mining and Wholesale Trade data for 1997, 1998 and 1999; Retail Trade data for 1997 and Finance, Insurance and Real Estate data for 1997 and 1999 are not available or do not meet publication criteria.

Data from Census of Fatal Occupational Injuries program
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

Employment Discrimination Allegations
Filed with the Montana Human Rights Bureau
Fiscal Years 1998, 1999 and 2000*



The number of employment discrimination allegations increased by 68 between FY1998 & FY2000.

*Fiscal Year = July through June

Data from Montana Human Rights Bureau
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

DEFINITIONS and PROGRAM DESCRIPTIONS

Census of Fatal Occupational Injuries

The Census of Fatal Occupational Injuries (CFOI) program, conducted in cooperation with the U.S. Department of Labor, is designed to collect information on all fatal occupational injuries.

Census of Population and Housing

The U.S. Department of Commerce, Bureau of the Census, conducts a national population census every 10 years. In 1990, every person and housing unit in the United States was asked certain basic demographic and housing questions (for example, race, age, marital status, housing value or rent). A sample of these persons and housing units was asked more detailed questions about such items as income, occupation and housing costs in addition to basic demographic and housing information. The data derived from the sample questions are estimates of the actual figures which would have been obtained from a complete count. The Census uses the same definitions of civilian labor force (CLF) employment and unemployment as the Local Area Unemployment Statistics (LAUS) program. The ***experienced unemployed*** are defined as those unemployed persons who have worked at any time in the past.

Covered Employment Program (ES-202)

The ES-202 report (produced by the Montana Department of Labor and Industry, Research and Analysis Bureau, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics) provides jobs and payroll data reported to the Montana Department of Labor and Industry by employers subject to Montana's unemployment insurance laws. Normally these employers are those whose annual payrolls exceed $1,000 in a calendar year. Agricultural employers are not covered unless they have another business that is covered or pay total cash wages of $20,000 or more in a calendar quarter or employ 10 or more workers in 20 different weeks in a calendar year. A ***work site*** is a single physical location at which one type of economic activity is predominantly performed. Employers who operate at two or more locations are requested to identify separately the employment and payrolls of each location, and each is classified as a separate work site.

Current Employment Statistics (CES-790)

The Current Employment Statistics (CES) program, conducted by the Montana Department of Labor and Industry, Research and Analysis Bureau, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics, provides monthly estimates of a wide variety of employment and earnings information. The program estimates jobs by place of work (***establishment data*** or a ***count of jobs***) and covers full-time and part-time employees who worked during, or received pay for, the payroll period that includes the 12th of the month. Because this information comes from a survey of employers, persons who work for two different companies would be counted twice. Thus, nonagricultural employment is actually a count of the number of jobs filled, rather than the number of persons employed. CES data excludes the self-employed, volunteers, unpaid family workers and domestic workers. Persons who are on paid sick leave, vacations or holidays are considered employed. Payroll and worker-hour data are collected for private nonfarm wage and salary workers. (***Nonfarm wage and salary workers*** are employees who are production and related workers in manufacturing industries or nonsupervisory workers in private service-producing industries, construction and mining industries. Self-employed, owners and partners of unincorporated businesses, persons working in small agricultural operations, unpaid family members, workers on straight commission, some elected officials and domestic employees are excluded.) Earnings figures are "gross" figures — that is, they reflect changes in hourly wage rates. The payroll data includes pay for overtime, shift premiums, holidays, vacations and sick leave. The payroll data excludes bonuses and fringe benefits. The hours figures relate to the hours for which pay was received, which is different from scheduled or standard work hours.

Local Area Unemployment Statistics (LAUS)

The LAUS program is conducted by the Montana Department of Labor and Industry, Research and Analysis Bureau, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics (BLS). In Montana, the program uses a statistical model, with data collected monthly through the Current Population Survey (CPS) as its major component, to compute labor force, employment and unemployment data. The LAUS program is the official BLS-approved series used to allocate federal funds and determine eligibility for federal assistance programs. It estimates employment and unemployment by place of residence (***residence data*** or a ***count of people***) and is not comparable to the place-of-work (establishment or count of jobs) data from the CES and ES-202 programs. LAUS data is calculated for the week that includes the 12th of the month. Total ***employment*** includes agricultural workers, unpaid family workers, domestic workers and the self-employed in addition to nonfarm wage and salary workers. The ***civilian labor force*** is those persons 16 years and older, defined as employed or unemployed, excluding members of the armed forces. ***Employment*** is defined as the number of people who, during the reference week, worked at least one hour for pay or profit, or 15 hours or more as unpaid family workers. ***Employment*** includes those who, although not working, had some job attachment and were not looking for work — including persons temporarily absent from a job due to illness, bad weather, vacation or labor dispute, whether or not they were in a pay status during their time off. ***Unemployment*** is defined as the number of people who did not work at all for an entire week, were both able and available to work, and (1) were looking for work or (2) would have looked for work, except that (a) they were waiting to return to a job from which they had been laid off, or (b) they were waiting to report to a new wage and salary job scheduled to start within the following 30 days (and were not in school during the week). The ***unemployment rate*** is the number of unemployed as a percent of the civilian labor force.

Occupational Employment Statistics (OES)

The OES survey is an annual mail survey (conducted by the Montana Department of Labor and Industry, Research and Analysis Bureau, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics) of a sample of nonfarm establishments to obtain wage and salary employment by occupation, plus wage rates. The Research and Analysis Bureau uses these data to develop occupational projections for nonfarm wage and salary workers.

Per Capita Personal Income

Per capita personal income (average income per person) is defined as annual total personal income of residents divided by the resident population as of July 1 of each year. ***Personal income*** is income received by persons from all sources — private and government wage and salary disbursements (payrolls), other labor income (basically, employer contributions for fringe benefits), farm and nonfarm proprietors' (self-employment) income, rental income of persons, personal dividend income, personal interest income, and transfer payments — less personal contributions for social security and other social insurance. Personal income is measured before the deduction of personal income taxes and other personal taxes, and, unless otherwise noted, is reported in current dollars with no adjustment made for price changes.

Survey of Occupational Injuries and Illnesses (OSH Program)

The Survey of Occupational Injuries and Illnesses is an annual survey conducted in cooperation with the U.S. Department of Labor to compile occupational injury and illness statistics. Excluded from the survey are self-employed individuals, farmers with fewer than 11 employees, private households employing domestic workers, and independent mining contractors. Employers regulated by other federal safety and health laws, and all local, state and federal government agencies are also excluded.

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